



BEHAVIOUR KEYWORKER CANDIDATE PACK

GRADE 4



Sidney Stringer
Multi Academy Trust



Dear Candidate

Welcome to Ernesford Grange Community Academy and thank you for showing an interest in joining our team. This academy is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students and enjoying their work along the way.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools; Sidney Stringer Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Radford Primary Academy and Sidney Stringer Primary School.

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff.

Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve.

Developing our staff to be the best they can be in whatever field they choose is incredibly important and a variety of bespoke CPD opportunities is a key component of our continued improvement in high quality teaching and learning as we invest heavily in this aspect of school life. This year we are launching a new, vastly improved CPD package offering a variety of pathways alongside investment in NPQs, Masters accreditations and other external professional development opportunities. When you join the Ernesford team our mission is to keep challenging you to become even better than you ever imagined you could be!

Denise Burrows
Head Teacher
Ernesford Grange Community Academy

Our Vision, Mission and Values

OUR VISION

Excellence for All

OUR MISSION

To work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society.

OUR CORE VALUES

Respect . Determination . Kindness

Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students.
- SLT actually trust staff to work and do not micro manage everything.
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone.
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school.
- SLT listen to you and actually take on board suggestions on how to keep improving.
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

Behaviour Keyworker

This is a vital role to support the continued development of a positive culture at Ernesford Grange Community Academy. We have recently joined the DFE Behaviour Hubs programme and are looking to establish and develop a team of adults to support our students who can at times display challenging behaviour. This role will be diverse and will involve working across our range of alternative provisions with a variety of different pupils. Our aim is to explicitly teach socially acceptable behaviour to our young people and to support them to understand where they have gone wrong and provide guidance as to how they can change their behaviour in the future. The impact of a role such as this can be significant to the life chances of the children you work with. Success with our most challenging pupils will mean that they can access a curriculum that will enable them to go on to a career of their choice, whilst demonstrating the social skills that you have helped them to develop. The importance of this role in a school cannot be underestimated and we will invest heavily in supporting your professional development to ensure you will have the impact that will mean success for students and a sense of job satisfaction that you have helped improve the life chances of the youngsters you work with.



Job Description

Behaviour Keyworker

Responsible to:	Assistant Head Teacher
Grade:	4
Hours:	35 hours per week Monday to Friday 8.30am to 4.00pm Term time only plus 5 days

Ernesford Grange Community Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

JOB PURPOSE

Under the instruction/guidance of AHT/re-focus room lead and within the overall ethos of the Academy, implement learning programmes and activities to support individuals or groups of students with behavioural needs. This work may take place in the classroom, in the re-focus room or in other teaching areas.

- To build and maintain successful relationships with students, treat them consistently, with respect and consideration.
- To help promote independent learning.
- To help reinforce student learning using a range of strategies and techniques.
- To help students to develop study and organisational skills.
- To model good practice to both students and staff as an educational professional, demonstrating excellent punctuality, attendance and integrity.
- To help build the students' confidence and enhance self-esteem, inspiring them to learn.
- To have formal and informal meetings with teachers to contribute to planning lessons/activities and completion of Teacher/LSA agreements.
- To prepare materials and resources in advance of the lesson.
- To carry out structured classroom assessment/observation and feedback outcomes.
- To be involved in keeping records and evaluating identified students' progress.
- To complement the professional work of teachers by taking responsibility for the planning, preparation, and delivery of specific learning activities for identified individuals/groups under an agreed system of supervision.
- To deliver a behaviour/social skills programme to individuals or small groups of students.
- To support students with identifying the reasons for their behaviour and providing strategies for both staff and students that can help manage any negative behaviour.

Job Description Continued

JOB PURPOSE CONTINUED

- To take into account the student/s' special needs (where applicable) and ensure their access to the lesson and its content through appropriate clarification, explanations, equipment and materials.
- To provide advice to staff regarding specific individuals and how best to support them.
- To support with the running and organising of lunchtime or afterschool activities.
- To mentor students and help them to overcome their barriers to accessing mainstream lessons.
- To accompany teaching staff and students on visits, trips and out of school activities as required.
- To work as part of the team in relation to individual students, liaising, advising and consulting where appropriate.
- To support implementation of school policies and procedures, including those relating to confidentiality and behaviour.

- To run, support and log in class and afterschool interventions as required.
- To identify personal training needs and to attend appropriate internal and external in-service training.
- Provide support to a form tutor as a co-tutor.

OTHER DUTIES

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.



Person Specification

QUALIFICATION AND TRAINING

Essential Requirements:

- Good numeracy/literacy skills.

Desirable Requirements:

- Evidence of qualifications in this area.
- Education to A level or its equivalent and beyond.
- Qualifications in ICT.
- Proficiency in Microsoft Office packages such as Word, Outlook and Excel.

EXPERIENCE

Essential Requirements:

- Experience of working with children with behavioural needs, preferably at secondary age.

Desirable Requirements:

- Relevant work experience in a similar environment.
- To have an awareness of the Protective Behaviours framework and evidence of how this practice has been implemented.

QUALITIES, SKILLS, KNOWLEDGE AND ABILITIES

Essential Requirements:

- A positive interest in working with students, and an ability to inspire them.
- Basic understanding of child development and learning.
- Knowledge of relevant policies/codes of practice and awareness of legislation.

Essential Requirements Continued:

- General understanding of National Curriculum and other basic learning programmes.
- Ability to relate well to children and adults; sense of humour.
- Adaptability to a range of situations, i.e. when classes need to change at short notice.
- Able to work on own and as part of a team, with strong communication skills.
- Ability to build good working relationships with a range of colleagues.
- High expectations of achievement and behaviour.
- Tactful, respectful and sensitive to the needs of others.
- Ability to work calmly and with patience.
- An ability to be organized and also creative.
- A well-developed sense of responsibility and professionalism shown at all times.
- A drive to improve the life outcomes and opportunities for our students through education.

Desirable Requirements:

- An interest in ICT.
- A passion for supporting children who have Special Educational Needs and developing their futures.
- A knowledge and understanding of assessment, monitoring, target-setting and evaluation, using this information to support students as effectively as possible.

Person Specification Continued

QUALITIES, SKILLS, KNOWLEDGE AND ABILITIES CONTINUED

Desirable Requirements Continued:

- Able to demonstrate the ability to learn and adapt from past experience, working as a reflective professional.
- A eagerness to get involved in the opportunities a dynamic and forward-thinking school brings and support the academy and its values as an ambassador of this.

HEALTH

- A good attendance record.
- Evidence of the stamina required to cope with the demands of the post.

REFERENCES

- Supportive

The benefits to being a colleague within Sidney Stringer Multi Academy Trust

- 100% attendance - 1 day off following year.
- Staff Development- new leadership challenge programme and subsidies for Masters' degree
- Chromebooks for teaching staff and class sets for lessons.
- Social committee with subsidised events.
- Revision sessions paid for.
- Occupational health and counselling support
- Cycle Scheme
- Free Flu jabs
- Long service awards
- Potential to work across more than one school





How to Apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary School and Sidney Stringer Academy.

FUTHER INFORMATION

If you would like further information or to discuss the post in more detail then please contact:

Dan Cotterill, Assistant Head Teacher:
dcotterill@egacademy.org.uk

For further details, an application form, and to apply, please visit our Website:

www.sidneystringertrust.org.uk

Please return completed application forms to the recruitment team at

recruitment@egacademy.org.uk

[No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: Monday 19th June 2023 at midday

Interview date: TBC

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.

OUR VISION

Excellence for all

OUR CORE VALUES



RESPECT



DETERMINATION



KINDNESS