



supajam®

SupaJam Education in Music and Media

# LEARNING SUPPORT PRACTITIONER

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CANDIDATE PACK

# WELCOME

We are delighted that you have an interest in SupaJam!

As Joint CEOs, we believe that all young people deserve the chance to learn and thrive in an environment that is built on three fundamental values: kindness, support, and non-judgement.

We pride ourselves on our enriching workplace culture that focuses on inclusion and creativity, so that we can work together to shape the lives of our amazing students. SupaJam's staff are the beating heart of the organisation and we would not be where we are today without them.

We are looking for passionate, resilient and committed professionals to join us in our mission, helping students to engage, achieve and progress in a unique and inclusive learning environment.

Good luck!

## David Court and Nick Stillwell



*David Court*

*Joint CEOs of SupaJam*



*Nick Stillwell*

# WORKING AT SUPAJAM

## Who We Are

**SupaJam is a music focused post-16 Specialist Provider, supporting vulnerable and disadvantaged 16 - 25 year olds across our three bases in Swanley, Canterbury and Brighton.**

**The majority of our students have a variety of social, emotional or special educational needs, or have previously disengaged from mainstream education.**

**At SupaJam we use our students' passion for contemporary music to ignite a love for education, and we champion achievement across our Music Practitioner, English, Maths and Life Skills syllabuses.**

**Our ethos is to be forward thinking, caring and encouraging whilst providing a structured, supportive and non-judgmental environment.**

**Working at SupaJam is unlike any other role in an education setting. To be part of a company that challenges the status quo, goes the extra mile for all our young people whilst being immersed in the music industry is often challenging, but always rewarding.**

"The opportunities at Supajam are endless. I have loved watching the organisation grow since I started and it's great to be around so many talented people."

**Events and Creative Industries Manager**

"Supajam is the perfect place to work for any musicians or industry professionals who want to help transform young people's lives through music."

**RSL Teacher**

"All of the Supajam staff uphold the Ethos every day, no one judges and everyone does their utmost to support each other and the students."

**Learning Support Practitioner**





# THE ROLE

<b>Job Title</b>	Learning Support Practitioner
<b>Terms and Conditions</b>	Fixed Term Contract until 25/07/2025 Term-time only Monday - Friday, 09:00 - 17:00
<b>Salary</b>	£22,308 FTE (this will be pro rata)
<b>Reports to</b>	Base Leader, Canterbury
<b>Location</b>	Canterbury (primary base)

## Overview

Are you a passionate and supportive professional looking to make a difference to vulnerable young people's lives? Do you love music or have previous experience as a classroom assistant and want to be part of a dynamic team that makes real change? If the answer is yes, an exciting opportunity exists to join our classroom support team at SupaJam, one of the country's most exciting education providers.

With so many of our young people having previously fallen out of formal education we use their passion for music to reignite their desire to learn and achieve. We teach the RSL Music Practitioners Diploma (business pathway) at levels 1, 2 and 3.

To continue the growth and educational excellence of the organisation we are now seeking an additional Learning Support Practitioner (LSP) to join our team. Answering to the Base Leader, our LSPs are an integral part of our organisation as they provide exceptional support to students and teacher in and outside of the classroom.



# THE ROLE

## Duties and Responsibilities

- Provide all students with a consistent and supportive teaching environment inside and outside of the classroom which enables them to thrive and achieve.
- Use resources effectively to ensure all educational needs of students are supported so that they can achieve.
- To have read, and have a good understanding of, student Education, Health and Care Plans and any relevant associated documentation.
- Seek direction from teachers to ensure students are able to progress and achieve.
- Provide high quality targeted interventions for students both within the classroom and outside of the classroom.
- Engage in additional student hour programmes such as music theory workshops.
- Support on external trips .
- Plan, coordinate and implement Peer Mentoring programmes with selected students.
- Deliver activities related to student personal projects.
- Maintain high standards of positive student behaviour including punctuality.
- Document and work towards student targets across all aspects of the students' learning journeys.
- Implement high quality student wellbeing sessions.
- Support teachers to complete high quality student reviews 3x per year to guide the students in their ongoing development.
- Support students during lunch breaks as per the staff rota.

## Commitment to Safeguarding

- Manage low level safeguarding concerns.
- Escalate medium and high level safeguarding concerns.
- Record low, medium and high level safeguarding concerns on CPOMS, detailing the incident and demonstrating the identification and management of risk.
- Make referrals to external agencies such as PREVENT, social services, mental health support providers and other support services.
- As outlined in the safeguarding policy and workflow, attend all safeguarding training when required so that you are always informed of the latest advice and procedures.

This job description is not an exhaustive description of duties. Aspects will change over time and the jobholder is expected to contribute to the role's development and progression.



# THE ROLE

## Person Specification

### Essential

- To uphold and support the distinctive ethos of the college
- A strong desire to help disadvantaged young people thrive and achieve.
- GCSE's or equivalent in Maths and English, grade C or above / 4-9 / equivalent
- Experience, and enjoyment, of working with young people, ideally aged 16-25
- Enthusiastic about understanding the needs of the students.
- A willingness to learn new skills, take on additional responsibilities and work as part of a team.
- Ability to identify potential barriers to learning and jointly engage in strategies to overcome these barriers displaying resilience and commitment.
- Ability to work effectively with, and command the confidence of, teaching staff and senior management within SupaJam.
- Ability to be proactive and able to work in stressful, fast-paced environments - resilience is key!
- A great sense of humour and endless patience, to engage with young people on their level.
- Committed to safeguarding and promoting the welfare of children and young people.
- A satisfactory Enhanced Disclosure from the DBS.

### Desirable

- Previous Teaching Assistant experience
- Previous experience working with young people with SEND
- The ability to play musical instruments
- A basic understanding of how the music industry works



# COMPANY BENEFITS

- Opportunities to attend music festivals
- Enhanced parental leave
- Subsidised mileage above normal commute
- Whole organisation closure over Christmas
- Access to an Employee Assistance Programme
- Uncapped career progression - ambitious people will grow as the business expands
- CEO Surgeries - opportunities to meet and discuss anything and everything with one of our CEOs at multiple points throughout the year
- Wide training scheme
- Access to the company pension
- Social events
- Internal celebrations of cultural and social days and holidays
- Access to professional music equipment and space, including music studio, radio station and photography space
- A tight knit community of highly trained, kind professionals looking to welcome you into the team



## EQUALITY AND DIVERSITY

Our fantastic team is the driving force behind our successes and we value the broad range of ideas and experiences our staff bring to the organisation. SupaJam is committed to diversity and inclusion, and we believe this helps us to be a more relevant and effective organisation. We encourage applications from all backgrounds, communities and industries, and are committed to having a team that is made up of diverse skills, experiences and abilities. We are focused on hiring, retaining and uplifting a diverse range of colleagues in order to be representative of the diversity in our students and local communities so that we can deliver an exceptional and varied learning experience.

## HOW TO APPLY

SupaJam does not accept CVs. Please complete an application form and outline how you fit the person specification and the experience required. Personal statements should not exceed 1000 words. If you are ready to embark on your SupaJam journey and would like an application form, please refer to the contact details below.

## ADDITIONAL INFORMATION

SupaJam is committed to safeguarding and promoting the welfare of our students, and we expect all staff and volunteers to share this commitment. All roles at SupaJam are subject to an Enhanced DBS clearance, satisfactory references, proof of eligibility of Right to Work in the UK and background and recruitment checks, including an online search. These checks will be conducted prior to joining which will be used to assess the candidate's suitability to work with children and vulnerable young people.

## CONTACT

If you have got any questions regarding the application process, please contact SupaJam's Operations Manager, Charlotte, at [recruitment@supajam-education.org](mailto:recruitment@supajam-education.org) or 01273 447 554

