

Recruitment 23/24

Student Support Team Leader



Minsthorpe
Community College



Mr Mark Gilmore & Mrs Rachael Merritt
Joint Principals



Minsthorpe Community College

Welcome

Dear Applicant

Thank you for your interest in Minsthorpe Community College. We hope that the information contained within this pack will help you decide if you have the right qualities, skills, and experience to apply for our vacancy.

Minsthorpe Community College is a very special place. Between us, we have more than 40 years' experience working here. When we became Joint Principals in April 2019, we wanted to bring to life the vision and values that we truly believe make this College and its community the amazing place that it is. At Minsthorpe Community College our core values of motivation, commitment and care permeate through everything we do. They are brought to life in all aspects of our College life and not just put up on the walls as decoration. Our vision for Minsthorpe will only ever happen when we live through these values which we hold dear.

Minsthorpe's core values are built on our response to the following question. As a parent, looking for a school, college, or university for our own children, what is it that we actually look for in a place? Firstly, we want a place where our children love to learn; somewhere where they get up every morning and want to go to, where they are motivated in all the subjects they study and where there is a wide range of extra-curricular activities for them to enjoy. Secondly, we want to find a place where they will get a world-class education, where teachers and students are committed to achieving the very best to move them to the next phase of their education. Finally, we want a place that will look after our loved ones. A place where people care for each other and put an arm around someone if they are in need. We want to know that there is always an adult available whenever needed and where children will make friends that will last a lifetime.

Our vision for Minsthorpe is that every single person has a part to play in strengthening our learning community. Students, staff, parents, and governors all have a crucial role to play each and every day. We say to our students that we all have different talents and whether you are an amazing mathematician or can speak a foreign language, whether you are a great footballer or a talented tennis player, whether you love reading, are passionate about the environment or have an incredible singing voice, everyone has a part to play here. We are ambitious for our students to be the best that they can be. We want them to be motivated to come to College, committed to their education and to care for each other.

We are seeking to appoint staff who will share this vision and work with us to make it a reality. At Minsthorpe, we invest in the recruitment, development and retention of caring professionals who are committed to constantly reviewing and improving the quality of learning, teaching and support. We expect that staff are motivated to work collaboratively in setting high expectations for all students with a relentless focus on student learning and progress. In return, you will benefit from working with caring colleagues who will support you in your role and your personal and professional development.

If you would like to arrange a visit to the college, we would be more than happy to show you around so you can get a feel for who we are.

Email enquiries@minsthorpe.cc and we will arrange a convenient time for you to come and visit Minsthorpe Community College. We look forward to hearing from you.

Mr Mark Gilmore/Mrs Rachael Merritt
Joint Principals

Vision & Mission



Vision

Minsthorpe Community College:
A place where everyone plays a part in strengthening our learning community through motivation, commitment, and care.

Mission

Students

At Minsthorpe, we motivate students through an engaging curriculum which promotes lifelong learning. We provide exciting educational opportunities and an ethos of care, guidance and support for all. We know that students learn best in a safe, calm and orderly environment and our rewards and sanctions support this. We expect that students are committed to their own learning and progress and to achieving their future aspirations.

Governors

At Minsthorpe, the Governing Body is committed to challenging the College Leadership to secure the highest standards of education for the students of our community. It oversees the financial performance of the College, ensuring that budgets are well spent. Governors expect that all stakeholders work together in the best interests of the students to motivate and care for each other.

Parents and Carers

At Minsthorpe, we value the contribution our caring parent body makes to their child's education, as we work together to motivate and support each student in reaching their full potential. We want parents and carers to work with us in ensuring their child is safe and happy. We expect the full commitment of parents and carers in ensuring their child attends regularly and on time; completes home learning; wears the correct uniform; is fully equipped and ready to learn and behave the Minsthorpe Way.

Staff

At Minsthorpe, we invest in the recruitment, development and retention of caring professionals who are committed to constantly reviewing and improving the quality of learning, teaching and support. We expect that staff are motivated to work collaboratively in setting high expectations for all students with a relentless focus on student learning and progress.



Why work at Minsthorpe?

Minsthorpe Community College is a large, vibrant, and inclusive community college with a student body of over 1500 students ranging from 11 to 19 years. We have six primary schools in our pyramid and are pleased to welcome children from neighbouring areas.

We have a highly skilled team of teachers and associate staff that always act in the best interest of the students. We offer excellent facilities for learning and teaching with dedicated blocks for each subject area as well as community dimensions including a sports & fitness centre and a children's centre.

Students enjoy a range of extra-curricular and enrichment opportunities which complement their learning. Minsthorpe Community College secures great GCSE and Post 16 results year on year allowing students to progress into higher education and employment.

Minsthorpe Community College places at the heart of its development a commitment to high quality professional development for all staff who join the college. We understand that by investing in our staff we will create an organisation with a shared vision and mission.



'Pupils were found to have positive attitudes to learning in their lessons, showing respect towards teachers and their peers.'

Ofsted, 2018

As a college we are committed to provide the following **benefits for employees:**

- The opportunity to work in a well-resourced, forward thinking, and rewarding environment.
- Excellent facilities for learning and teaching with dedicated blocks for each subject area.
- Free membership of our state-of-the-art on-site Sports & Fitness Centre for full-time, permanent employees, as well as the facility of an on-site Children's Centre.
- Comprehensive induction and on-going opportunities for Professional Development.
- Excellent care and support for all staff, including access to an Employee Assistance Programme for employees and their immediate family.
- Access to the Local Government Pension Scheme (associate staff) or Teachers' Pension Scheme (teachers).
- Nationally agreed terms and conditions in relation to pay and conditions for teaching and associate staff.



Learning and Teaching the Minsthorpe Way

Teachers and Student Support colleagues at Minsthorpe Community College strive to plan and deliver lessons to a consistently high standard rooted in fundamental Core Principles of effective pedagogy. We insist on excellent standards of behaviour for learning from all students and it is our daily goal to inspire students to learn & think critically, challenge & support them to achieve and make progress and equip them with the necessary skills to be lifelong learners and effective members of society.

'Fantastic and caring staff. I feel happy that my child is meeting targets and feels safe in school.'

Parent View from parent of a Year 7 student,
May 2019

Leaders are relentless in checking the quality of teaching, learning and assessment and hold teachers to account for pupils' progress.

Ofsted, 2018

Curriculum

At Minsthorpe Community College our core values of Motivation, Commitment and Care are at the heart of everything we do. Our curriculum intent is to raise the achievements and aspirations of all learners through the delivery of a highly personalised, broad, ambitious, and inclusive curriculum that:

- Deepens students' understanding and develops their knowledge and skills in all subject areas
- Ensures students are literate and numerate
- Enriches students' learning experiences
- Builds students' character
- Empowers students to realise their education and employment potential beyond Minsthorpe Community College

Be Fair Everywhere

We have high expectations of all our students at Minsthorpe Community College and **BE FAIR EVERYWHERE** supports students to understand how we expect them to behave in lessons and around the College site. Parents are asked to watch the relevant **BE FAIR EVERYWHERE** video with their child to ensure they are clear about our expectations.

Home-school liaison is well established, and parental satisfaction is high.

Basic Skills Quality Mark Report,
April 2019

Student Support

We provide **Motivation, Commitment** and **Care** for students requiring additional support with the aim of ensuring that they achieve their best possible outcomes, transition to Post 16, and have ambitions for jobs, further education, and careers and that they can thrive as independently as possible, depending on their needs.

We are parent and child centred, work in partnership with stakeholders, and have open, robust but respectful conversations with colleagues as we all strive for those best outcomes. We are a skilled, experienced, and knowledgeable team and have good knowledge of the complex education system and can advise and support families about appropriate provisions, support and managing the bureaucratic and legislative challenges for students with **SEND**.



Post 16

We are an inclusive Post 16 provider and cater for learners at all levels and have an established reputation for very strong exam performance, a passion for teaching and learning and an unwavering focus on helping every student achieve their best possible goals.

Minsthorpe Post 16 is committed to delivering high quality teaching which provides challenges and opportunities for individual learners. Students have the opportunity to be creative, innovative and enterprising, whilst benefiting from strong care, support and guidance. The Post 16 team continues to provide our students with support and motivation to raise their aspirations, succeed in learning and position themselves for a better future.

We have a well-established ethos of care and support. Our students and staff enjoy working together as 'Team Minsthorpe' and everyone is committed to 'Learning and Behaving the Minsthorpe Way', because we know this will deliver the best education for the young people. We cannot achieve this alone, and we firmly believe in a strong partnership between the college and everyone within our community.

'Governors know the school's strengths and weaknesses very well. They are committed to supporting the school and bringing about the necessary improvements.'

Ofsted, 2018



CPD: The Minsthorpe Way

At Minsthorpe Community College we are committed to the Continuing Professional Development (CPD) and learning of all members of staff at every career stage and level of experience. We recognise the value of evidence-informed training with an overall to impact positively on students' outcomes and experiences. We are active partners in many local networks, including the Wakefield and Selby Teaching School Hub.

Associate Teams

Our core Associate staff teams consist of Administration, Finance, IT Services, and Data & Exams. These teams are based in The Hub, which is a large open-plan office in the centre of college, where they are easily accessible to offer support, advice, and guidance to staff, students and each other.

Professional Development

Our Core Principles of Quality Learning & Teaching are formed based on a wide range of experience and expertise within Minsthorpe Community College but equally through accessing well-regarded and researched pedagogical texts. Resultant CPD will draw on these texts to form the basis of their content and delivery.

Our ongoing Professional Development & Learning programme is planned and structured to develop the knowledge and skills of teachers and student support staff around the Core Principles of Learning & Teaching whilst giving them a growing awareness of key elements. Our Early Career Teachers have full access to the UCL Early Career Framework and leaders engage with NPQ programmes to support their development.



Professional Learning and Development Associate Staff

Associate staff engage in whole College statutory training e.g., Safeguarding but equally have access to other training pertinent to their respective roles. The list below is not exhaustive but gives a flavour of the range of training opportunities available:

- Access Arrangements training;
- HLTA status
- Apprenticeships
- Team Teach
- Invigilator training
- First Aid



Staff are positive about the training, coaching and guidance that they have received from school leaders.

Ofsted, 2018

Thank you for taking the time to read this overview of Minsthorpe Community College. We recommend that you explore our website to discover more about us: www.minsthorpe.cc

Catherine Green
Director of HR & Associate Teams
September 2023

Team Leader Student Support

We are looking to appoint a suitably experienced, enthusiastic, and committed individual to our team of Associate Team Leaders.

The successful candidate will lead the team of staff responsible for providing support to students with additional needs, across the range of Student Support provisions. You will work alongside other members of the Inclusion Team to ensure timely and appropriate support and intervention for students.

Our most recent Ofsted report (2018) described us as a "Good college" where "Pupils were found to have positive attitudes to their learning in their lessons, showing respect towards teachers and their peers." and "Staff are positive about the training, coaching and guidance that they have received from school leaders".

The successful candidate will:

- Be able to lead and motivate a large, diverse team.
- Have experience of working as part of an additional needs or pastoral team.
- Have experience of working with internal and external stakeholders.
- Have high expectations of young people's achievement and behaviour.
- A team player who will uphold our College values of Motivation, Commitment and Care.

We provide:

- A well-resourced, forward thinking, and supportive College team.
- Excellent care and support for all staff.
- Comprehensive induction and on-going opportunities for Professional Development.



Salary Grade G10
Actual Salary £35,400 - £38,358

Term-time only plus 15 days
37 hours per week
8.00am to 4.00pm Monday to Thursday
8.00am to 3.30pm Friday

The successful candidate will have to meet the requirements of our Person Specification and be subject to an enhanced DBS check. A prohibition from teaching check and an online search will also be completed for all applicants.

Minsthorpe Community College is committed to equality of opportunity and upholding the principles of the Equality Act 2010. We positively welcome applications from all sections of the community. Only applications submitted with a completed Minsthorpe Academy Trust Application Form will be considered.

Full-time permanent employees are provided with free membership of our state of the art on-site Sports & Fitness Centre, as well as the facility of a Children's Centre.

Further particulars for this post can be obtained by visiting our Web Site at www.minsthorpe.cc

If you would like to arrange a visit to the college, we would be more than happy to show you around so you can get a feel for who we are. Email enquiries@minsthorpe.cc and we will arrange a convenient time for you to come and visit Minsthorpe Community College.

Please send completed application forms to Cath Green, Director of HR & Associate Teams: - cgreen@minsthorpe.cc by midday - Monday 16th October 2023

Job Description

Overall Purpose of the Post

Under the direction of the Director of Student Support, lead the team responsible for providing support to students with additional needs. Strategically deploying staff to best support students, ensuring they have equal access to education opportunities at Minsthorpe Community College. Working with other members of the Inclusion Team to ensure timely and appropriate support and intervention for students. Establishing positive relationships with parents, staff, and outside agencies in line with the college vision and values.

Member of the Safeguarding Team.

All adults working in, or on behalf of the college have a responsibility to safeguard and promote the welfare of children. This includes:

A responsibility to provide a safe environment in which children can learn and develop.

Identifying children who may be in need of extra help or who are suffering, or are likely to suffer significant harm. All staff then have a responsibility to take appropriate action to prevent concerns from escalating, working with services as needed.



Employment checks required

Proof of eligibility to work in the UK

Proof of relevant qualifications (original certificates)

Two satisfactory references

DBS Enhanced Disclosure check

A Prohibition Order check and online search

A medical assessment prior to commencement of employment.

Key Accountabilities

Students

Responsible for the monitoring and weekly review of students supported in the range of Student Support provisions, including Stepback, Structured Personalised Provision, Key Worker Intervention, Cognition and Learning, and Alternative Provision, ensuring the programmes meet the needs of individual students.

Weekly attendance at Year Office Meetings, Inclusion Team Meeting, and meeting with the Director of Student Support, and Provision Leads.

Review actions/deadlines/outcomes from the above meetings, following up and communicating, as necessary.

Take a lead in managing the behaviour of students across the above provisions, being first response when incidents arise and liaising with the Inclusion Team in terms of sanctions and interventions.

Act as one of the team of Deputy Designated Safeguarding Leads, providing pastoral and safeguarding support to students across the provisions.

Attend meetings with parents/carers, including Pastoral Support Plan, and Resource Provision Support Plan meetings, preparing documentation as necessary.

Personnel

Responsible for the day-to-day running of the Student Support department, including:

- Deployment of HLTA's, Key Workers and Teaching Assistants.
- Formulating and modifying staff timetables as appropriate to meet the needs of students, including duty rota across the provisions.
- Planning and implementing short-term timetable changes required due to staff absence.
- Monitoring workload to ensure equity across the Student Support team.
- Ensure appropriate use of PPA time.
- Dissemination of procedural information.

Lead the team and be instrumental in planning for continued improvement and contribute to the evaluation of the work of the department.



Perform the role of reviewer and lead appraisals/performance management procedures for HLTA's.

Under the direction of the Director of Student Support, identify the training needs of HLTAs, Key Workers and Teaching Assistants, and organise/coordinate INSET to be delivered by other professionals.

Represent the team at whole college team meetings.

Own CPD

In conjunction with the line manager take responsibility for personal development to improve or acquire knowledge and skills appropriate to the post.

Undertaken any necessary professional development as identified via the appraisal process, taking full advantage of any relevant training and development available.

General

Management of the Student Support budget.

Manage appropriate resources in Student Support and ensure that they are used efficiently, effectively, and safely.

Ensure a positive, safe, welcoming working environment in Student Support for staff and students.

Comply with and assist with the development of policies and procedures relating to Student Support.

Be aware of and support difference and ensure equal opportunities for all.

Contribute to the overall ethos/work/aims of the college.

Establish constructive relationships and communicate with other agencies/professionals.

Attend and participate in regular meetings.

To work flexibly in the interests of the college.

Recognise own strengths and areas of expertise and use these to advise and support others.

Other duties commensurate with the grade of the post as directed by the Principal/Line Manager.

Person Specification

Education, Training and Qualifications

Good general standard of education

English and Mathematics to GCSE Grade C or above.

Appropriate Higher-Level or Professional Qualification (Desirable)

Experience

Experience of working with internal and external stakeholders

Relevant supervisory experience

Experience working in an educational setting

Experience in working as part of an additional needs or pastoral team

Experience of effective deployment of staff or resources



Skills and Knowledge

The ability to relate well with children and adults.

Excellent numeracy, literacy, interpersonal and communicative skills.

Knowledge and experience of monitoring, evaluation, and review processes.

Knowledge and understanding of safeguarding and child protection.

Ability to self-evaluate learning needs and actively seek learning opportunities.

Ability to work as part of a team and on own initiative.

Personal organisation and time management skills.

Ability to lead and motivate a large diverse team.

Ability to work with parents, external agencies, and the wider community.

Knowledge and understanding of national and regional education issues relating to provision for students with additional needs.

Personal Attributes

Enjoy working alongside young people and adults

The highest levels of personal and professional integrity

Energy and drive

Ability to motivate self and others

Be supportive of the aims and ethos of Minsthorpe Community College

Overview of Curriculum Area

Accommodation

The Student Support area is split into three sections. The main hub is based in the main block of the college and is comprised of 6 classrooms, meeting rooms and offices, and a curriculum area. There are also two additional Student Support classrooms. There are two additional areas strategically placed for students who are onsite but away from the main cohort.

Staffing

The Student Support department consists of 26 members of staff and includes teachers, Higher Level Teaching Assistants, Higher Level Student Support (Senior Teaching Assistant) and Student Support Key Workers (Teaching Assistants). Staff have experience of teaching and delivering primary curriculums, subject specialisms, learning difficulties, social inclusion, and emotionally based interventions.

Curriculum

The College operates a two-week timetable with three 100-minute lessons each day.

At KS3 we offer a Resource Provision, and a primary based curriculum is delivered. We also have a Nurture curriculum that supports learning and attachment difficulties and offers a thematic and Social Emotional Aspects of Learning (SEAL) approach. Additionally, for students whose behaviour is acting as a barrier to learning, there is an onsite, away from main site opportunity for supporting students to have time away from lessons to have intensive intervention for their emotional needs, complimented by a broad and balanced curriculum. Additionally, targeted interventions for learning, social and emotional needs are delivered, and a personalised provision for students out of lessons due to specific circumstances is managed, and support offered to ensure that students access their learning.

At KS4 we offer a Resource Provision and students have the opportunity to achieve appropriate qualifications at Entry Level and Level typically due to their learning needs. We have an Alternative Provision curriculum, currently delivering a range of subjects to identified students. Additionally, targeted interventions for learning, social and emotional needs are delivered, and a personalised provision for students out of lessons due to specific circumstances is managed and support offered to ensure that students access their learning.

Support In and At the Classroom

There are a range of supports for students. Although we do not have classroom support attached to students routinely, staff do support learning in lessons where planned, and support emotional and behavioural difficulties with request from students and teachers. Additional physical resources such as ear defenders and laptops are also issued. Some students can leave the class without permission due to identified needs.

Intervention

A small number of students may not be attending certain lessons for periods of time and they have a supervised classroom where they access learning with support. We also do specified interventions to support students social emotional, communication, language and learning needs.

Enrichment

Our KS3 Resource Provision students have been to the Yorkshire Wildlife Park, we have talks to support students' development for example on sexual health and knife crime. We offer an after-school homework club and a staffed safe classroom at snack breaks that encourages positive social development. We work closely with a range of agencies to support students holistic and academic years and have received national recognition for our deployment of support services.

Culture and Ethos

We provide Motivation, Commitment and Care for students requiring support with the aim of ensuring that they achieve their best possible outcomes, they transition to Post 16, and have ambitions for jobs, further education, and careers, and that they can thrive as independently as possible, depending on their needs.

We believe that we are parent and child centred, work in partnership with stakeholders and have open, robust but respectful conversations with colleagues as we all strive for those best outcomes. We are a skilled, experienced, and knowledgeable team and have good knowledge of the complex education system and can advise and support families about appropriate provisions, support and managing the bureaucratic and legislative challenges for students with SEND.

Matthew Orr
Director of Student Support

