

BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER



**Pathways Coordinator
Recruitment Pack**



Message from the Headteacher

Dear Prospective Candidate,

I am delighted that you have shown an interest in the post of Pathways Coordinator at Brentside High School and I hope that the information in this pack will encourage you to apply for the position. We seek to appoint a Pathways Coordinator who will work with the MCR charity to recruit volunteer mentors and to lead the organisation of the mentors' work, supporting young people to achieve their potential.

Our school's journey has been one of sustained improvement over time, developing from an undersubscribed school, with below average achievement, housed in poor quality buildings, to the strong school we see today; oversubscribed, with achievement significantly above that of students nationally and now housed in our impressive main school building with an additional, same-site building added in recent years to meet the demand for places.

I believe that our school is unique and that our diversity of experience, belief and culture enriches our classrooms, which are vibrant and responsive. We know that as a school we change lives, and our staff body is committed to taking every opportunity to do so. We work hard to remove students' barriers to learning and benefit from a wide range of partnerships beyond the school. Our support for students goes beyond the academic but is also reflected in our students' successes. For 10 of the last 12 years, our students' achievement at Year 11 has been significantly above that of students nationally and remains above national average, though we are building back after Covid. In addition, for very many years, all of our Year 11 students have completed Key Stage Four with a suite of qualifications, reflecting our inclusive ethos and practice. Our A Level results are usually within the top 10% nationally, though we are particularly proud of two years which saw results in the top 2% according to DfE data. We are a high achieving school, and we work hard to ensure this.

We believe that our students have the right to a rich, broad and balanced curriculum. 75%-85% of our students study an EBacc curriculum at Key Stage Four. All students also select an art (visual or performance) at GCSE. This reflects the high value we place on the arts and on other high-quality qualifications such as humanities and modern foreign languages.

All staff members support student wellbeing and progress and School Administrators play a key role in supporting the work of the school and the whole school community.

The successful candidate can be assured of significant support from the team and the wider staff body. We have a stable, experienced and skilled staff team.

If you would like to speak with a member of our staff team or to visit the school prior to application, please contact Tara Roach, on t.roach@brentsidehigh.ealing.sch.uk. Completed applications should be received by 12:00 noon Monday, 9 September 2024.

Yours faithfully

Charlotte Hames
Headteacher



Our school

OUR MISSION

Brentside High School challenges all to achieve excellence as lifelong learners with the highest expectations of themselves and others. No exceptions, no excuses.

“Brentside High School lives up to its vision of high expectations for all with ‘no exceptions no excuses.’ Equality of opportunity sits at the heart of that ambition and is demonstrated through progress made by all groups of students.”
(Ofsted February 2020)

The school and its community

Brentside High School is a large 11-19 mixed comprehensive school serving a culturally and socially diverse community in Ealing. The school is popular and oversubscribed and successfully serves the needs of our local community. Our students are complimentary about the school and also very proud to be part of our learning community. There are currently just over 1600 students and 160 staff.

Our student population is very diverse and representative of the local community. There is no majority ethnic group and between us we speak 67 languages. The diversity of our students is a real strength of the school. The student population is fully comprehensive and nearly 40% of students qualify for pupil premium funding.

Brentside is currently rated by Ofsted as a ‘Good’ school. We engage in a range of partnerships including supporting other schools. Being outward looking is important to us, as we firmly believe

that by working in collaboration with other schools and institutions, the experience that we offer to our students is greatly enhanced. On entry into Year 7 the ability profile of most cohorts is in line with national norms. However, the progress made by our students at both Key Stage 4 and Key Stage 5 is significantly above average. This occurs because of the positive ‘attitude to learning’ displayed by our students and our staff.

LEARNING AND ACHIEVING TOGETHER

Our school motto ‘Learning and Achieving Together’ underpins everything we do in school from ensuring that all our students are encouraged to achieve their full potential, in and out of the classroom, to the continuing professional development of our highly qualified staff.

Our students are very proud of their school and really are happy, positive and friendly young people that we are proud to serve. We instil into them the realisation that the route to a happy, fulfilling and successful life is through high quality education.



Curriculum

All learners have access to a broad and balanced curriculum, rich in depth and supportive of individual students' needs and aspirations. We believe in social equality and see a breadth of knowledge and skills as key to enabling our students to be confident, informed and capable.

We are ambitious for our students and believe that all should have access to high quality qualifications and to creativity; we pride ourselves on the breadth of our arts provision and also on our EBacc curriculum, enabling all students to study a broad, quality curriculum throughout Key Stage 3 and Key Stage 4, before specialising at Key Stage 5.

Between 75% and 95% of our students study the full EBacc curriculum, with between 5% and 25% of our students studying additional literacy and numeracy or specific subject development lessons.

Sixth form

The school has an active and vibrant Sixth Form offering a wide range of courses to students between the ages of 16 and 19.

The majority of students work towards level 3 (Advanced level) qualifications which will allow them to progress to university. These are A level, CTEC or BTEC certificates and diplomas. In addition, level 3 students study citizenship, PSHE and PE as part of their enrichment curriculum and can study for the extended project qualification (EPQ) as an additional AS qualification.



Safeguarding Statement

Principle

Brentside High School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the students in its care. The school believes that all children and young people have the right to grow up in a safe and caring environment, which includes the right to protection from all types of abuse.

The students in our care have the right to expect adults in positions of responsibility to do everything possible to foster these rights. They have the right to be safeguarded from harm or exploitation whatever their:

- race, religion, first language or ethnicity
- gender or sexuality
- age
- health or disability
- political or immigration status

Governors and staff in this school understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

Purpose

The purpose of the policies which are linked to this statement is to:

- afford protection for the students at Brentside
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes this school a safer place to learn

Scope

All policies apply to the Headteacher, all staff (including supply and peripatetic staff), volunteers, governors or anyone working on behalf of Brentside High School

We will endeavour to safeguard children and young people by:

- valuing them, listening to and respecting them
- involving them in decisions which affect them
- making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures
- sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- adopting a code of conduct for all staff and volunteers
- providing effective management through induction, support and training
- ensuring staff and volunteers understand about 'whistle blowing'
- dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance



BRENTSIDE HIGH SCHOOL

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Pathways Coordinator

Contract: Two years in the first instance

Hours: 08:00 – 16:30. Term time plus four weeks, including the first and last weeks of the summer holiday

Salary: £30,000

Are you searching for a position with purpose? A role to make a real difference, where your time can be transformational? Join an award-winning charity and passionate team dedicated to ensuring the country's most vulnerable young people are defined by their talent and never their circumstances. Our in-school mentoring has profound impacts on mentees in their confidence, wellbeing, achievement and post-school progression. MCR Mentors make and experience a life changing difference and our Pathways Coordinators make this possible.

At MCR, our driving force is simple – that young people who are in, or on the edges of the care system, will have the same educational outcomes, career opportunities and life chances as any other young person.

We have had a transformational impact in schools and local authorities across Scotland and the SE of England, are delighted to now be expanding our programme into London and are looking for a Pathways Coordinator based at [Brentside High School in Ealing](#). In this role, you will be an integral part of the school community, liaising with education colleagues and external stakeholders, and delivering the programme to young people.

We are committed to safeguarding young people and the successful applicant will be required to apply for an enhanced disclosure from the DBS. Further information can be found at <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs>

In addition, as part of the shortlisting process, we may conduct an online search as part of due diligence in the recruitment process.

Key responsibilities will be:

- Helping build exceptional individual relationships with young people across Year 7 to Year 11 and delivering Year 7 & Year 8 group work.
- Helping to drive mentor recruitment. Consistently supporting, actively engaging and motivating mentors from training through the length of their engagement with the programme.
- Actively support MCR young people to set, experience then follow their education and employment pathways.
- Evidence progression, impact and best practice with YP input, quantitative feedback and qualitative case studies.

As a member of school staff, you will be required to:

- Follow and promote all school policies with young people, parents and carers.
- Follow the staff code of conduct and dress code.
- Report any safeguarding concerns to the school's DSL

Closing Date: 12:00 noon Monday 9 September 2024 (early applications encouraged and will be considered on receipt)

Interviews to take place: Thursday 19 September 2024



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Job Description

Build effective relationships with the young people in scope

- Build exceptional individual relationships with all MCR young people, especially during primary school transitions and in Years 7 and 8 through delivery of MCR group work.
- Actively support all young people in Years 9 upwards to participate and to get the maximum benefits from their mentoring relationships.
- Ensure the young people benefit from all other aspects of the MCR model including setting, experiencing and following their education / employment pathways; Talent Tasters; the Ambassador programme and other relevant 3rd party experiences that are on offer.
- Produce case studies and good news stories utilising quantitative outcomes and qualitative feedback (with young person voice at the heart) to evidence progression, programme impact and best practice.
- Continue to keep in touch and, where appropriate, support young people in scope who don't yet participate and/or are disengaged.

Mentor recruitment, training, engagement and support

- Consistently support and actively engage mentors throughout the length of their mentoring relationships
- Working with regional team, Senior Programme Manager and Mentor Services, help drive mentor recruitment to the targets needed for your school
- Co-deliver Core Mentor Training
- Promote use of the Mentor Hub, identify training materials and share best practice
- Continually feedback to mentoring services all mentor issues, improvement suggestions and perspectives on quality of matches

MCR programme development, impact & continuous improvement

- Feedback on programme improvement strategies (regional or school specific) to MCR team
- Active participation in continuous improvement project teams when formed across the region and/or when the need is identified
- Active participation in the MCR PC Forums and peer support networks

Person Specification

	Essential	Desirable
Skills & Experience	<p>Experience of working with young people</p> <p>Competent digital literacy including MS word & excel, social media and other digital platforms</p> <p>Experience or a knowledge of processes to document and evidence good practice and positive outcomes</p> <p>Awareness and understanding of the principles of safeguarding and child protection duties</p>	<p>Experience of working with care-experienced or vulnerable young people</p> <p>Experience of working in secondary schools</p> <p>Knowledge of using Google Drive, and of creating/using spreadsheets</p> <p>Experience of facilitating group sessions with young people and/or delivering training/information sessions to adults</p> <p>Experience of managing and/or positively supporting volunteers</p>
Abilities	<p>Ability to present programme information & deliver prepared training sessions to groups</p> <p>Exceptional ability to build meaningful relationships with young people aged 11-18 years, education colleagues, volunteer mentors and local employers</p> <p>Ability to work well on own initiative, as part of a team and on a flexible basis in response to young person & organisational need</p>	
Attitude & values	<p>An understanding of the challenges and barriers that care-experienced and/or vulnerable young people may experience</p> <p>Young person consistently at the heart of professional values and practice</p> <p>Positive, solution-focused attitude</p> <p>Non-judgemental approach</p> <p>Role model for Motivation, Commitment & Resilience.</p>	
Qualifications	At least five A*-C/9-5 GCSEs, including English and Maths.	Diploma level or above in relevant subject



Contact details

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E-mail
info@brentsidehigh.ealing.sch.uk

Website
www.brentsidehigh.ealing.sch.uk

How to find us

Public transport

The school is served by various bus routes as follows:

E1, E3 and E11 buses stop close to the entrance on Greenford Avenue

E2, E9, E7, E10, buses stop on Ruislip Road East. The main entrance to the school is close by.

Tube stations

Ealing Broadway (Central and District Line). Take E1, E2 (destination Greenford Broadway) E9 (destination Barnhill Estate) or E10 (destination Northolt) from Haven Green (directly opposite the station). Alight at Brentside High School on Ruislip Road East.

Greenford (Central Line). Take the E6 bus from the stop opposite the station and alight at Greenford Road, near Greenford Broadway. Buses travelling from Greenford Broadway in the direction of Ealing stop outside the school. (E1, E3, E2, E9, E7, E10). Mini cab service available at Greenford Tube station.

Main line

Hanwell railway station (GWR mainline) is a short bus ride away (E3)

Parking

60 parking spaces available on site for staff.

Please contact Tara Roach if you require on-site parking for the day of the interview.

