



SupaJam Education in Music and Media

LEARNING SUPPORT PRACTITIONER

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

Joint CEOs of SupaJam



David Court



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 four bases in Wandsworth, 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

KEY INFORMATION

Job Title	Learning Support Practitioner
Terms and Conditions	Term Time Only, Monday to Friday
Salary	£19,687.50
Reports to	College Leader
Key Relationships	RSL Teachers and SLSP, Maths and English Teachers, College Leaders, DSL, Students
Location	Swanley (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 additional Learning Support Practitioners (LSPs) to join our team. Answering to the College Lead, 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

Our Mission

To help vulnerable young people aged between 16-25 with social, emotional or special educational needs to engage in education through an inclusive music industry curriculum to promote skills, knowledge, independence and resilience. This supports a positive and meaningful future in work, higher education or a career in music.

Our Ethos

To be forward thinking, caring and encouraging a structured, safe and non-judgmental learning environment that allows all our young people to build confidence and resilience to achieve their full potential.

Personal and Professional Conduct

As a member of staff at SupaJam Education in Music and Media, you are expected to:

1. Maintain high standards of ethics and behaviour, within and outside of SupaJam, by:
 - treating learners with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to their position
 - having regard for the need to safeguard learners' well-being, in accordance with statutory provisions showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit learners' vulnerability or might lead them to break the law
2. Have proper and professional regard for the ethos, policies and practices of SupaJam, and your contract, and maintain high standards of personal attendance and punctuality.
3. Have an understanding of, and always act within, the statutory frameworks which set out your duties and responsibilities.

The importance of safeguarding

SupaJam is a post-16 specialist provider, specialising in Music, Maths, English and Life Skills. All staff, volunteers and partners are committed to safeguarding the welfare of every person within SupaJam. Our mission is to help young people to engage and achieve within a safe and inclusive environment.



KEY RESPONSIBILITIES

Duties and Responsibilities

- Effectively communicate with and take direction from the teachers to ensure the needs of the students are met in every lesson.
- Provide high quality targeted interventions for students both within the classroom and outside of the classroom, supporting students within a consistent teaching environment that enables them to thrive.
- Support the team to maintain high standards of positive student behaviour, including punctuality.
- Facilitate activities within the additional curriculum, such as wellbeing sessions.
- Use administration time effectively to maintain accurate records across SupaJam systems, such as assessment, behaviour, safeguarding, student progress etc.
- Read, use and understand resources effectively to ensure all educational needs of students are supported, including all relevant student administration such as students' Education Health and Care Plans (EHCPs) and Individual Learning Plans (ILPs).
- Document and work towards student targets across all aspects of the students' learning journeys.
- Support with external trips and events such as Careers trips, performances, festivals, guest speakers, open evenings etc, including out of hours events throughout the year as directed.
- Support students during lunch breaks as per the staff rota.

Personal Development

- Undertake relevant learning and development relating to the role.
- Undertake regular and mandatory training.
- Participate in bitesize and workshop sessions.
- Attend CPD days.
- Take responsibility for personal development and personal objective setting.
- Develop a strong understanding of safeguarding procedures in line with SupaJam's policy
- Adhere to SupaJam's safeguarding training, policies, and procedures.



KEY RESPONSIBILITIES

Personal 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



EMPLOYEE BENEFITS

- Opportunities to attend music festivals
- Enhanced parental leave
- Subsidised mileage above normal commute
- Whole organisation closure over Christmas that does not affect annual leave allowance
- Access to professional music equipment and space, including music studio, radio station and photography space
- CEO Surgeries - opportunities to meet and discuss anything and everything with one of the CEOs
- Uncapped career progression - ambitious people will grow as the business expands
- Wide training scheme
- Access to the company pension
- Social events
- Internal celebrations of cultural and social days and holidays
- 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. 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 or 01273 447 554

