



# Application Pack

## Reading Mentor Deyes High School

<b>Start Date:</b>	<b>As soon as possible</b>
<b>Closing Date:</b>	<b>08:00am, Friday 22 November 2024</b>
<b>Shortlisting:</b>	<b>Monday 25 November 2024</b>
<b>Post Scale:</b>	<b>NJC Scale Point 5 - 6</b>
<b>Salary:</b>	<b>£24,790 - £25,183 FTE</b> <b>Pro rata salary £21,512 - £21,853</b>
<b>Contract Term</b>	<b>Full Time/Term Time Only plus 5 days</b> <b>Permanent</b>

### HOW TO APPLY

**To submit your application please use TES Quick Apply**

*“We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”.*

## We do this by...

- 1) Empowering individuals through learning.
- 2) Fostering a “can-do” attitude that leads to continuous improvement.
- 3) Producing confident young adults with high levels of perseverance, proficiency and integrity.
- 4) Encouraging families and our schools to work together to support student learning.
- 5) Providing a happy, safe, supportive environment where students can learn effectively.
- 6) Developing the whole child with a comprehensive offer of wider curriculum.
- 7) Engaging with our students to inspire, contribute and care.
- 8) Developing leadership at all levels for students, staff, governors and our communities.
- 9) Promoting an enterprise culture that creates close working partnerships with business and wider partners.
- 10) Committing to having honest conversations about our strengths and our opportunities for growth.

## Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.

## We Offer

At Lydiate Learning Trust we believe in recruiting talented, capable people and developing them to fulfil their career ambitions so that we Engage, Enable and Empower our young people. We offer:

- |   |   |
|---|---|
| ❖ A future vision map and professional development                | ❖ A friendly Trust which looks after the wellbeing of its staff |
| ❖ A highly competitive salary                                     | ❖ Coaching (internal and external to the Trust)                 |
| ❖ A staff development programme and appropriate CPDL              | ❖ A high quality and supportive onboarding programme            |
| ❖ Excellent occupational health and employer assistance programme | ❖ A modern and relevant approach to appraisal                   |
| ❖ Cycle and Technical salary sacrifice scheme                     | ❖ Annual Flu Jabs   |
| ❖ Family friendly policies  | ❖ An excellent Pension Scheme                                   |
| ❖ Union recognition   | ❖ Personal recognition and reward                               |

# Welcome



DEYES  
HIGH  
SCHOOL

LYDIATE  
LEARNING TRUST

Thank you for your interest in the position of Reading Mentor. This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. We hope it answers all of your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application.

The successful candidate will be passionate about supporting students to help develop their reading ability, enhance their literacy, and develop a love for reading. This will involve responding to assessment data to deliver a suite of intensive reading interventions to students.

Deyes High School is a vibrant, ambitious and oversubscribed school that is rated 'good' by Ofsted. Our ambition is to be 'outstanding' in all areas and welcome your application to be part of that journey.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Deyes offers a friendly, welcoming and enriching environment for all, including those who work, visit and study here.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

Our people are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level to senior leadership.

If you feel you are up to the challenge, keen to do well and would enjoy working at Deyes High School, then please apply.

We do hope you are that special person we are looking for and we look forward to hearing from you.

Yours sincerely,

**Mrs V Beaney**  
**Head of School**  
**Deyes High School**

**Mrs A Stahler**  
**Chief Executive Officer**  
**Lydiate Learning Trust**

## Equal Opportunities

LLT is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

## Safeguarding & Enhanced DBS Checks

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expect staff to share this commitment and maintain a vigilant and safe environment. All posts are subject to an enhanced DBS check. All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures.

## Job Description – Reading Mentor

<b>Purpose</b>	To provide reading support for individual pupils some of whom have special educational needs (SEN) or small groups to help develop their reading ability, enhance their literacy, and develop a love for reading. This will involve responding to assessment data to deliver a suite of intensive reading interventions to students.
<b>Reporting to</b>	SENDSCO & Senior Leader
<b>Salary</b>	NJC SCP 5-6
<b>Working Time</b>	37 Hours per week (Monday – Friday)

<b>Supporting the Pupil</b>	<ul style="list-style-type: none"> <li>• Build a positive relationship with the pupil, promoting high self-esteem, independence and social inclusion</li> <li>• Promote high standards of behaviour, responding to incidents in line with the school's behaviour policy and guidelines on physical intervention</li> <li>• Support the pupil with their social, emotional and mental health needs, escalating concerns where appropriate</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the delivery of the different reading interventions</li> <li>• Use effective behaviour management strategies consistently in line with the school's policy and procedures</li> <li>• Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment</li> <li>• Use ICT skills to advance the pupil's learning</li> <li>• Provide regular feedback to teachers on the pupils' progress, attainment and barriers to learning</li> <li>• Monitor, record and report on progress and attainment</li> <li>• Read and understand lesson plans associated with the reading interventions and be able to deliver the activities skilfully.</li> </ul>
<b>Staff/Parents and Carers</b>	<ul style="list-style-type: none"> <li>• Share knowledge and understanding of the pupils with other school staff so that informed decision making can take place on intervention and provision</li> </ul>

	<ul style="list-style-type: none"> <li>• Communicate effectively with other staff members, pupils, and parents and carers</li> <li>• Keep other professionals accurately informed about performance, progress and any areas of concern</li> <li>• Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers</li> <li>• Collaborate and work with colleagues and other relevant professionals within and beyond the school</li> <li>• Develop effective professional relationships with colleagues</li> <li>•</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Help keep their own knowledge and understanding relevant and up to date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness</li> <li>• Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school</li> <li>• Take part in the school's appraisal procedures</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies</li> <li>• Promote the safeguarding of all pupils in the school</li> </ul>

***The above requirements are specific to the role and complement the current duties of a Receptionist/Administrator. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.***

## Person Specification – Reading Mentor

<b>Qualifications &amp; Training</b>	
GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths	E
<b>Experience</b>	
Experience working in a school environment or other educational setting	E
Experience working with children / young people with special educational needs (SEND)	E
Experience planning and delivering learning activities	D
Experience of delivering one-to-one and/or small group interventions	E
Experience supporting young people to develop reading skills	E
Experience of intervention packages such as Rapid Plus, Accelerated Reader, Lexonik and Read Write	D
<b>Skills/Knowledge/Aptitudes</b>	
Good literacy and numeracy skills	E
Good organisational skills	E
Ability to build effective working relationships with pupils and adults	E
Skills and expertise in understanding the needs of all pupils	D
Knowledge of how to help adapt and deliver support to meet individual needs	D
Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils	E
Excellent verbal communication skills	E
Ability to work as part of a team and to be flexible in their approach to daily routines	E
Active listening skills	E
The ability to remain calm in stressful situations	E
Knowledge of guidance and requirements around safeguarding children	E
Good ICT skills, particularly in using ICT to support learning	E
<b>Personal Quality</b>	
Enjoyment of working with children	E
Sensitivity and understanding, to help build good relationships with pupils	E
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	E
Commitment to maintaining confidentiality at all times	E
Commitment to safeguarding pupil wellbeing and equality	E
Resilient, positive, forward looking and enthusiastic about making a difference	E
Capacity to inspire, motivate and challenge children and young people	E
<b>Confidential References</b>	
Positive recommendation from all referees, including current employer	E