

ASPIRE ALTERNATIVE PROVISION

BEHAVIOUR SUPPORT TEAM APPLICANT PACK

We are looking for an exceptional individual to be part of our Behaviour Support Team at our Chesham Alternative Provision school. We want to find someone who is fun and caring, who is interested in implementing trauma-informed practices, and who will really enjoy working with our vulnerable, sometimes challenging and often wonderful young people.

IN THIS PACK:

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- **CSEC, OUR ALTERNATIVE PROVISION SCHOOL**
- **OUR IDEAL CANDIDATE**
- **HOW TO APPLY**

For more information, or to arrange a visit or informal conversation with our Head of School, please contact our HR Team: hr@aspireap.org.uk .



ASPIRE

A VALUES-LED ACADEMY TRUST

Aspire provides outstanding alternative educational provision and support for secondary aged students. Students attend full or part time and are referred to us by schools and the Local Authority.

Our focus is to support young people, together with their families and schools, to reach beyond their potential and enable them to flourish by developing positive behaviours, attitudes and aspirations.

We run a range of different types of provision across Buckinghamshire. We have three AP schools, which cater for permanently excluded students as well as those at risk of exclusion, who we take on 12-week placements. We also have a nurture school, a hospital school and a medical needs and home tuition service, which provides education for children who cannot access their usual school for medical reasons.

To learn more about Aspire, and read our last Ofsted report, visit www.aspireap.org.uk

A MESSAGE FROM DEBRA RUTLEY, CEO

Debra Rutley has led Aspire since 2012, during which time it has been rated Outstanding by Ofsted four consecutive times. Debra is also a National Leader of Education.

At Aspire, our aim is to help all children learn to flourish. We do this through developing different types of alternative provision that truly meet the needs of vulnerable young people, who need extra support, care, or attention.

I am exceptionally proud of the education we provide for our young people. We give them access to a wide curriculum, taught by subject experts, in a range of subjects including academic GCSEs and vocational qualifications respected by the professions. We value art and creativity highly, as a way of helping young people learn about communication, self-expression, joy and discovery.

Aspire is a great place to work. It is a place where all staff are and feel valued, and where they can contribute to improving the life chances of disadvantaged young people.

We change lives. Our work matters. I hope you are interested in joining us.

Our Core Aims



To provide an outstanding educational experience and opportunities that lead to success for all



To enable students to make the right choices and do the right thing by making positive changes in their behaviours and attitudes



To develop skills that will enable students to make a positive contribution to all aspects of society

WHY WORK FOR ASPIRE?

OUR STAFF WELLBEING CHARTER

At Aspire, staff wellbeing is a high priority: we do our jobs most effectively when we are well and happy, and when we practise self-care. One of the responsibilities of our leaders is to build the culture and practical systems that support and protect staff wellbeing, as well as that of students.

We believe that staff wellbeing is most likely to be high when:

- young people are at the centre of every decision
- all voices are heard and valued
- we are determined to achieve genuine equity and commit to this journey
- we are all learning and we value and treasure this process
- we are valued as humans first, educators second
- we have the resources we need to do our jobs - and can ask for them if we do not
- we are consulted on the decisions which affect our working lives
- we are trusted to make important decisions
- we can talk openly about our struggles without fear of stigma
- we support in every direction
- we face daily challenges and take time at the end of the working day to resolve them, learn from them and move on
- we learn - together - from our daily challenges
- we follow up and do what we say we will do
- we are honest about what we cannot control.

WHAT DOES THIS LOOK LIKE IN PRACTICE?

A staff wellbeing representative at each of our schools. Someone who is responsible for organising staff wellbeing events and activities, and ensuring staff wellbeing is considered at all stages of school planning.

High quality CPD, from experts in their field. We know that wellbeing is highest when people feel that they have the skills to do their job well, and that the school is investing in them.

Leaders that are considerate of workload. When our leaders introduce new policies or processes, they first ask, what can we stop doing to generate the time for this?

A real commitment to flexible working. A large number of our teachers and senior leaders work part time. We have staff who work three or four days a week so that they can study for a Masters, pursue their career as a musician, or care for family.

A belief that working in education should not consume your whole life, and must be compatible with having a family. We know that being a parent, or having other caring responsibilities, is important, and takes time. We support staff who need this, and we do not value "presenteeism".

Email and communication policies that support flexible working, allowing staff to work at times that suit them, and not expecting anything from anyone outside of school hours.

CSEC

A PURPOSE-BUILT VOCATIONAL AND ACADEMIC EDUCATIONAL CENTRE

CSEC was built as a vocational education centre in Chesham, Buckinghamshire. We have amazing classroom spaces for a wide range of vocational subjects, including mechanics, motor vehicle studies, construction, hair and beauty, catering, music, enterprise and horticulture. We have also got a number of classrooms for traditional academic subjects, such as Maths, English and the humanities.

Our students come from across Buckinghamshire. We take permanently excluded Key Stage 4 students, and run a number of preventative programmes which involve students coming to us for placements. We also do outreach work with local schools.



BEHAVIOUR SUPPORT

WHAT ARE WE LOOKING FOR?

We are looking for someone to join our Behaviour Support Team at CSEC.

Our Behaviour Support Team is responsible for ensuring that students are able to manage their social, emotional and/or mental health needs, and therefore succeed in their learning. The team is on call throughout the day to support students, to help them de-escalate when in crisis, and help them make things right after any incidents. Our team also supports students with pastoral issues such as wellbeing, safeguarding and attendance. In the future, we are hoping to develop the extent to which the team work with our SENDCo in order to plan and deliver interventions to support students pro-actively, not just reactively, with their SEMH.

We are looking for someone who is creative and resilient, and ready to do whatever it takes to ensure that we meet our aims of ensuring that all children make great progress academically as well as with their social, emotional and/or mental health difficulties.

We are looking for someone who loves children and young people, who enjoys spending time with them, and who is excited to share learning with them. You will need to be someone who is able to stay calm under pressure, and maintain loving relationships with young people who may display very challenging behaviour. At Aspire we believe that all behaviour is communication, and that children who present with challenging behaviour need additional love, care and support. We believe in taking a trauma-informed approach, as a great number of our students have had complex lives, and suffered adverse childhood experiences.

We are looking for extraordinary people to join our team. We look forward to meeting you!

BEHAVIOUR SUPPORT

PERSON SPECIFICATION

Qualifications

- Level 2 Maths and English qualifications, or a willingness to work towards these
- Qualifications related to supporting young people in an educational setting, or a willingness to work towards these

Experience

- Experience of working with students with learning, challenging, emotional or behavioural difficulties
- Experience of delivering interventions to support young people with SEMH difficulties (desirable)

Skills

- The ability to prioritise, plan and organise yourself and others
- The ability to work well with others
- The ability to establish trusting relationships with students, families and professionals
- The ability to communicate effectively both orally and in writing

Personal Qualities

- Confident and calm in difficult situations
- Loving and warm personality
- Creative, dynamic approach anticipating and solving challenges
- Able to motivate, inspire and challenge others

Other Factors

- A commitment to Equal Opportunities
- Driving licence essential as is access to a vehicle

HOW TO APPLY

If you would like any more information, or to arrange a visit or informal conversation with with the Head of School at CSEC, please contact our HR team on hr@aspireap.org.uk.

To apply for this role, please complete the Aspire application form as well as the recruitment monitoring form, and send them to our HR team hr@aspireap.org.uk .

Aspire is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment. The appointment will be subject to an enhanced DBS check as well as a health questionnaire.