



Co-op Academy
Walkden



Application Pack

Emotionally Based School Avoidance
(EBSA)

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Welcome from the Principal

Dear candidate

I am delighted that you are interested in the role of EBSA at Co-op Academy Walkden. Our academy serves the local communities of Worsley, Boothstown and Walkden and provides places for 1500 pupils aged 11-16. We are easily commutable from all areas of the North West. We have a dedicated team of staff who build and share positive relationships and a caring culture with our wonderful students. This was highlighted in our recent Ofsted inspection (May 2023), where we were graded 'Good' in all areas. You can read more about this, including the report itself [here](#).

This is an exciting time to be joining us as we focus on the next stage of our development. Having joined the Co-op Academies Trust in December 2018, we have been through a significant journey, driven by our co-operative values and 'Ways of Being'. Our GCSE results in 2022 demonstrated the significant progress we have made to the quality of education over the past three years, despite the challenges of the pandemic. We are incredibly proud of our students and the staff who teach and support them.

We are looking for talented individuals who can build on our current success and support our ambitious vision for the future. The successful candidate will be able to establish a caring and nurturing environment within a year group and create a culture of success with pupils and colleagues alike. You are likely to have experience of working with children and a track record of improving their educational outcomes and life chances.

We pride ourselves on delivering a broad and ambitious curriculum for all children, including those with additional needs. We incorporate a small Enhanced Resourced Provision called the Hive, for students with cognitive learning difficulties and we also have an inclusion centre called The Link, to promote engagement for pupils who find school more challenging. The successful candidate will be instrumental in our future development and success as an academy.

Should you choose to arrange a visit before applying you will find our Academy calm and purposeful. Like all who visit us, you will notice how wonderful our pupils are, the positive team ethos amongst staff and how welcoming and friendly we are. If you would like to visit, please contact Mrs Nicola Taylor, Principal's PA at nicola.taylor@coopacademies.co.uk to arrange.

With best wishes

Matt Hacker
Principal

Our Values

Co-op Academies Trust is committed to the values shared by cooperatives everywhere:

Self-help – we support learners, parents, carers and staff to help themselves

Self-responsibility – we encourage learners, parents, carers and staff to take responsibility for, and answer to their actions

Democracy – we give our learners, parents, carers and staff a say in the way we run our schools

Equality – we believe that the voice of each individual should be heard

Equity – we run our schools in a way that is fair and unbiased

Solidarity – we share interests and common purposes with our learners, parents, carers and staff, and with other schools in the communities we serve

We strive to demonstrate the following ethical values in everything we do:

Openness – we believe in being open with colleagues in our schools and beyond, children and their families, sharing information and ideas to raise standards and life chances

Honesty – we act in a professional and respectful manner in our dealings with everyone

Social responsibility – we maximise our impact on the people in our communities while minimising our footprint on the world

Caring for others – we treat everyone as we wish to be treated ourselves, understanding that children only have one childhood

We use our simple 'Ways of Being Co-op' to demonstrate our values:

- Do what matters most
- Be yourself, always
- Show you care

- Succeed together

What makes our Academy amazing?

Students:

- are engaged, very capable and want to learn
- create a welcoming atmosphere
- have amazingly supportive parents
- experience a broad range of visits and trips with many overseas
- participate in a vast array of expressive and creative arts shows and exhibitions
- complete in the Duke of Edinburgh Award and volunteer in the local community, raise significant funds for an Academy charity and participate in a wide range of sporting activities

Staff enjoy:

- working with brilliant students who want to achieve well and aim high
- state of the art facilities
- national terms and conditions and a wide range of additional benefits provided by the Co-op Academies Trust and its sponsor, The Co-op
- high quality professional development programme provided by the Co-op Academies Trust and the support of many local Trust academies
- a fantastic employee benefits package that includes discount on various Co-op branded products, gym and leisure discounts, cycle to work scheme, Health care-cash back scheme, discounted driving lessons and many more! Staff encouraged to be Co-op members and therefore receive generous discounts on all Co-op products
- a strong Well-Being group have been instrumental in the Academy achieving Investors In People Gold Status
- secure on site parking

Job Advertisement

EBSA

Salary Band: 2C SCP 12 - 18

Actual salary £21,339 - £23,820

Contract: Permanent

Hours: 36 per week, TTO + 5 days

Start date: ASAP

Benefits include:

- Local Government Pension scheme
- Co-op staff discount
- Co-operative flexible benefits, including cycle to work
- Co-operative credit union
- Health-care cash-back scheme
- Discounted gym membership & leisure activities
- Season ticket & rental deposit loans

Closing date: 27th September 2023, 12 noon.
Interviews will take place the following week.

Applications: must be on our application form:
please email
walkden.recruitment@coopacademies.co.uk for
an application form and return your completed
form via email
walkden.recruitment@coopacademies.co.uk or
post to:

Lisa Cooper
Human Resources
Co-op Academy Walkden
211 Old Clough Lane
Walkden
M28 7JB

Co-op Academies Trust aims to provide an outstanding education for all our learners, founded on co-operative values, at the heart of the community. It is responsible for an increasing number of academies in Leeds, Greater Manchester, Wirral and Stoke-on-Trent with the Co-op acting as the sponsor. There is the likelihood of significant further growth in the near future.

We are looking to appoint a talented individual who can build on our current success and support our ambitious vision for the future as the Academy's Emotionally Based School Avoidance Key Worker. This is a role where you can change lives and help those who face the greatest difficulties by giving the challenge and support for them to become the best versions of themselves.

For more information about the Trust and other vacancies please visit our website
coopacademies.co.uk

Co-op Academies Trust is an aware employer and is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles.

To apply:

If you feel you have the relevant experience or appropriate skills to strengthen an already excellent team, please apply. Application forms are available from TES on-line, the Academy website, or by e-mail to walkden.recruitment@coopacademies.co.uk

Job Description

Job Title	Emotionally Based School Avoidance Key Worker
Salary / grade range	Band 2C SCP 12-18 (£21,339 - £23,820) 36 hours / TTO + 5 days
Location	Co-op Academy Walkden
Reports to	Head of Hive

Purpose of role:

The main purpose of the role will be to identify barriers to learning for vulnerable pupils with social, emotional and mental health challenges. The key worker will work with young people to create strategies to overcome barriers, track the progress of actions and evaluate the impact of any strategies implemented to support young people.

Key accountabilities (and specific duties / responsibilities):

- To work with identified children and young people in order to help overcome barriers to learning related to anxiety, building confidence and resilience by facilitating access to learning and extended school activities.
- To manage a caseload of pupils who require intervention, support and monitoring.
- To contribute to the plan-do-review process and plan future targets under the supervision of appropriate professionals involved with the children / young person.
- To work in collaboration with a range of services to develop and implement specialist Individual Learning Plans to support inclusion and to address the social, emotional and mental health needs of individual pupils, building on the work of and working in partnership with existing mental health services and projects.
- To plan, develop and deliver learning activities with a focus on social, emotional and mental health aspects of learning and responding to individual pupils' needs following identification by appropriate professionals.
- To inform, develop and enhance the practice of schools and alternative educational settings staff through training, specialist coaching and modelling and promoting specific strategies to secure the effective learning of anxious pupils.
- To support the young person in their transition from home into the school/alternative setting as well as supporting the transition of pupils between key stages and across educational settings and collaborating with appropriate agencies on further education/career opportunities.
- To establish productive empathetic relationships with children and young people, challenge and motivate them, promote and reinforce self-esteem, build resilience, act as a role model and set high expectations.
- To research and develop appropriate resources in learning in personal development.
- To work closely with parents and external agencies informed to ensure continuity of approach between home and school for children and young people.

Support for pupils

- Establish rapport and respectful trusting relationships with pupils, acting as a role model and setting high expectations.

- Promote inclusion and acceptance of all pupils in the classroom by encouraging them to interact with each other and to engage in activities led by the teacher.
- Supervise, assist and support all pupils, including those with special needs, to access learning activities, through your knowledge of the curriculum and knowledge of how pupils learn.
- Promote self esteem and independence, and employ strategies to recognise and reward achievement of self-reliance.
- Promote positive values, attitudes and good pupil behaviour. Deal promptly with conflicts and incidents whilst encouraging pupils to take responsibility for their own behaviour, in line with established school policies.
- Provide specific feedback in discussion with pupils and their parents /carers on their progress and achievement, in line with school policy.
- To identify underachievement with a view to establishing and coordinating improvement strategies in conjunction with teachers and Heads of Department.
- To monitor the effectiveness of interventions and report to SEND leads.
- To support students through specific demands at key points of their education
- To ensure student led profiles are up to date

Support for teachers

- Within an established discipline policy, anticipate and manage behaviour constructively, promoting self-control and independence.
- To read and understand individual Educational, Health and Care Plans and work with staff to ensure individual outcomes are being met.
- To liaise sensitively and effectively with parents/carers on a regular basis and participate in feedback sessions/meetings with parents as directed, eg EHCP reviews, formal and informal meetings with parents, LAC and PEP reviews
- Support the role of parents in pupil learning and contribute to meetings with parents to provide constructive feedback on pupil progress, achievement, problems etc.

Support for the Academy

- Establish constructive relationships and communicate with other agencies/ professionals, in liaison with the teacher, to support the achievement and progress of pupils.
- Assist with extra curricular activities outside the classroom, working as part of a team to supervise pupils
- Accompany teaching staff and pupils on visits, trips and out-of-school activities as required and take responsibility for a group under the supervision of a teacher.
- Act as cover, supervising whole classes occasionally, during short-term unforeseen absence of teachers. Maintain good order and keep pupils on task. Respond to pupils' questions and generally assist pupils to undertake set activities.

Standard Duties

- To understand the importance of inclusion, equality and diversity, both when working with pupils and with colleagues, and to promote equal opportunities for all.
- To uphold and promote the values and the ethos of the school.
- To implement and uphold the policies, procedures and codes of practice of the School, including relating to customer care, finance, data protection, ICT, health & safety, anti-bullying and safeguarding/child protection
- To take a proactive approach to health and safety, working with others in the school to minimise and mitigate potential hazards and risks, and actively contribute to the security of the school, e.g. challenging a stranger on the premises.
- To supervise students at social times as directed by the Principal

- To participate and engage with workplace learning and development opportunities to continually improve own performance and that of the team/school.
- To attend and participate in relevant meetings as appropriate.
- To undertake any other additional duties commensurate with the grade of the post.

Values and ways of being

Co-op Academies Trust is committed to the values shared by co-operatives everywhere:

- Self-help – we support learners, parents, carers and staff to help themselves
- Self-responsibility – we encourage learners, parents, carers and staff to take responsibility for, and answer to their actions
- Democracy – we give our learners, parents, carers and staff a say in the way we run our schools
- Equality – we believe that the voice of each individual should be heard
- Equity – we run our schools in a way that is fair and unbiased
- Solidarity – we share interests and common purposes with our learners, parents, carers and staff, and with other schools in the communities we serve.

Person Specification

Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, application form (A), interview (I)
Qualifications <ul style="list-style-type: none"> • NVQ 3 for Teaching Assistants or equivalent qualification (e.g. Degree)/experience or willingness to work towards it • Literacy and Numeracy skills equivalent to Level 2 of the National Qualification & Credit Framework • Training in relevant learning strategies e.g. literacy/ Key Stage 3 and/or training in a particular curriculum or learning area 		<p style="text-align: center;">AF / I (bring certificate to interview)</p> <p style="text-align: center;">AF / I</p> <p style="text-align: center;">AF / I</p>
Experience <ul style="list-style-type: none"> • Experience of working with children in an educational setting who may have different individual needs and learning styles • Experience of preparing/contributing to resources to support learning programmes • Experience of effectively using ICT and other technology and resolving straightforward problems in their operation • Experience of writing reports and contributing effectively to meetings 		<p style="text-align: center;">AF / I</p> <p style="text-align: center;">AF / I</p> <p style="text-align: center;">AF / I</p> <p style="text-align: center;">AF / I</p>
Skills, Ability, Knowledge <ul style="list-style-type: none"> • Initiative and confidence to advocate for students • Interpersonal skills to build and maintain effective relationships with all pupils and colleagues 		<p style="text-align: center;">AF / I</p> <p style="text-align: center;">AF / I</p>

<ul style="list-style-type: none"> • Communication skills to liaise sensitively with parents and carers • Creative skills to contribute to and adapt learning activities relating to the National Curriculum and other learning objectives • To promote a positive ethos and good role model • Team-work skills to work collaboratively with colleagues, understanding classroom roles and responsibilities and your own position within these • To continually improve own practice/knowledge through self evaluation and learning from others 		<p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p>
<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of relevant policies/codes of practice/ and awareness of relevant legislation and the responsibilities of the role within these for promoting pupils' welfare • Knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies • Understanding of the principles of child development and learning processes • Understanding of equal opportunities and inclusion and how it applies in a school setting 		<p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p>
<p>Work circumstances</p> <p>To work flexibly as the workload demands</p> <p>Occasional out of hours working to support school functions</p>		<p>I</p> <p>I</p>

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

Safeguarding Children and Young People

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced Disclosure and Barring checks

Candidates should be aware that all posts in Co-op Academy Walkden involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post.

1. Accordingly The Rehabilitation of Offenders Act (Exemptions) Order 1975 applies to this post and therefore you must declare any convictions and cautions which are unspent or not protected.
2. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
3. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

Interview Process after the closing date:

Shortlisting will be conducted by a Panel, who will match your skills / experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy Disclosure and Barring check requirements such as a current driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement.
- Where appropriate any documentation evidencing a change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient. We will seek references on shortlisted candidates for all positions and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview. In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline.

Conditional Offer & Pre-Employment Checks

Any offer to a successful candidate will be conditional upon: -

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity and qualifications
- Vetting and Barring Checks and any other pre-employment checks relevant to the role such as e.g. Childcare Disqualification Regulations, Prohibition check / s.128, overseas records check
- Satisfactory Disclosure and Barring check
- Verification of professional status such as QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period.

How to find us

The nearest bus stop is just a short walk from the Academy and can be reached via several different bus routes from most other parts of Manchester. The Academy is also located a short walk away from the nearest train station, from which you can travel easily in to Manchester City centre.

Location:

Co-op Academy Walkden is situated in South Walkden (Salford – Manchester) and serves the suburbs of Worsley, Roe Green, Ellenbrook and Boothstown.

The Academy has excellent transport links making it easily accessible from both local and surrounding areas. For anyone travelling by car, the Academy is only five minutes from the motorway. Junction 14 on the M60 ring road is the closest exit, with easy access from the M62, the M61 and the M602 and from the A580

At Co-op Academy Walkden we encourage pupils to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.