



NOTTINGHAM
FREE SCHOOL

Job Application Pack **Behaviour Support Teaching Assistant**

Salary: Scale 4 point 7-11 £20,092 - £21,748

Contract Details: Permanent, 37 hours per week, term time only

Closing Date: 8 March 2021 at 9:00 a.m.



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Letter from the Head of School

Dear Candidate,

Thank you for expressing an interest in working at Nottingham Free School. On behalf of the whole NFS community, I extend you a very warm welcome.

Our school opened its doors to its first ninety students in September 2014 as a new member of the Nova Education Trust. Since then it has rapidly grown in both size and reputation. We now welcome approximately 600 students into our building every day, including a small number of sixth formers. The vast majority of our students live within walking distance of our front doors, making Nottingham Free School a true community school.

Nottingham Free School is a relatively small secondary school. That means that our staff and students benefit from working in a close-knit and friendly environment, but it also demands a degree of flexibility from staff. Everything we do, we do as a team.

From its inception, Nottingham Free School was created to provide its students with a rich and inspiring education that would help them forge and pursue ambitious goals. Our 'Work hard, be kind' motto is just as important for our staff as it is for our students, as stated in our vision and values:

NFS staff work hard

We cultivate safe learning environments where we fuel students' curiosity about the best of what has been said, written and done in our fields of expertise. We scaffold learning in ways that help students take the first step, and then we support them and challenge them to never give up. We help our students to understand that long term goals are achieved by taking small steps every day.

NFS staff are kind

We are role models for our students and grow with them. We enjoy the privilege of sharing their journeys, helping them to develop their sense of responsibility and respect for themselves and the world around them.

I hope that the information contained within this application pack assures you that NFS is indeed an amazing place to work, and well worth your time and effort to submit an application. Should you feel you need further information, please do not hesitate to contact us.

Yours faithfully,

Mark Watts

Head of School



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Application Details

Thank you for your interest in our Behaviour Support Teaching Role vacancy at the Nottingham Free School. Further details of this post, the school and the Trust are included in this pack and details of how to apply can be found below.

How to Apply

Should you wish to apply for the post, please complete an online application form including a covering letter addressed to Mr. Watts, which clearly demonstrates your suitability for this role.

The online application form for this role is located on the 'Vacancies' page of our school website www.nottinghamfreeschool.co.uk. Wherever possible, please provide email addresses for your referees.

Closing Date

Please ensure your application arrives by 9:00 a.m. on the closing date of Monday 08 March 2021.

Interview:

Interviews dates for this role are yet to be confirmed. If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

The Nottingham Free School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.



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JOB TITLE	Behaviour Support Teaching Assistant
HOURS OF WORK:	Full-time, 37 hours per week – term time only
SALARY SCALE:	Scale 4 point 7-11 £20,092 - £21,748
CONTRACT TYPE:	Permanent

Job Description

Responsible to: Head of Department - SENDCO

Purpose of the role

To provide support to individual pupils, and groups of pupils, to encourage improvements in behaviour for learning. Provide access to curriculum enhancements designed to promote pupil engagement and improve behaviour.

Specific Responsibilities

- Manage a learning space for individuals or small groups of students who are on an alternative or reduced timetable. Help these students to engage with their learning and with their development, be it academic, social, or emotional.
- Manage a learning space for individuals or small groups of students who have been temporarily removed from lessons in order to re-focus, before re-joining their peers.
- Contribute to the planning and implementation of behaviour support plans for identified individual students or small groups of students, with the aim of improving the students' abilities to access the curriculum. This includes the development and dissemination of recommended strategies for staff, group workshops for students with particular identified needs, and supporting in lessons.
- Plan, organise and undertake support and feedback meetings for identified individual students or small groups of students, at times of the day that facilitate the involvement of all stakeholders, such as parents or external agencies. This may include meeting times before, during and after the timetabled school day, and contributing to written reports.
- Support access arrangements for internal and external examinations for students with identified needs, in line with the relevant Ofqual guidance.
- Contribute to the monitoring and support of students being educated off-site by alternative education providers, including liaison with parents, carers, guardians and teaching staff regarding student progress.



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- Support the organisation and management of extra-curricular activities that enrich the educational experiences of identified students.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be directed by the Head of School to carry out any other duties that may be reasonably regarded as within the nature of the duties and responsibilities of the post.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • GCSE Grade C or above in Maths and English or equivalent 	<ul style="list-style-type: none"> • Additional qualifications linked to special educational needs or teaching / coaching / mentoring • A levels or their equivalent • Degree or equivalent
Skills and Knowledge	<ul style="list-style-type: none"> • Excellent communication skills • Ability to build sound relationships with staff, students and outside agencies • Ability to write timely and accurate records • Understanding the needs of people with emotional difficulties. 	<ul style="list-style-type: none"> • Ability to establish a well-ordered and supportive climate for learning with a small group of students • Ability to contribute to sophisticated behaviour support plans, taking into account contextual information and advice from external agencies
Personal Qualities	<ul style="list-style-type: none"> • Ability to forge positive working relationships with a wide range of students • Ability to demonstrate enthusiasm and sensitivity while working with others • Excellent organisational skills • Reliability under pressure • Ability to work as part of a team • Patience and an ability to remain calm 	<ul style="list-style-type: none"> • Ability to forge positive working relationships with hard to reach students with a range of complex educational needs • Ability to forge positive working relationships with a wide range of parents, carers and guardians • Ability to represent the school effectively in a variety of forums



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Specific Responsibilities

Supporting Individuals

- Manage a learning space for individuals or small groups of students who are on an alternative or reduced timetable. Help these students to engage with their learning and with their development, be it academic, social, or emotional.
- Manage a learning space for individuals or small groups of students who have been temporarily removed from lessons in order to re-focus, before re-joining their peers.
- Contribute to the planning and implementation of behaviour support programmes for identified individual students or small groups of students, with the aim of improving the students' abilities to access the curriculum. This includes the development and dissemination of recommended strategies for staff.
- Plan, organise and undertake support and feedback meetings for identified individual students or small groups of students, at times of the day that facilitate the involvement of all stakeholders, such as parents or external agencies. This may include meeting times before, during and after the timetabled school day.
- Contribute to the planning and delivery of group workshops for students with particular identified needs.
- Support access arrangements for internal and external examinations for students with identified needs, in line with the relevant Ofqual guidance.
- Contribute to the monitoring and support of students being educated off-site by alternative education providers, including liaison with parents, carers, guardians and teaching staff regarding student progress.



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Overview of the Trust

Nova Education Trust is a dynamic and growing Multi Academy Trust based in the East Midlands. Our Trust Group is committed to providing high quality education to all our students, regardless of their backgrounds. Our portfolio of schools covers both secondary and primary phases, working in a range of contexts.

Our values, 'Work hard, be kind', are central to the positive ethos that we develop throughout our group of schools. This approach is focused on securing success for all our learners and providing them with the very best life opportunities.

We believe nothing is more important than making a difference to children.

Overview of the School

Our **ambition** is to engage all of our students in an enriching education that broadens their horizons and deepens their understanding of the world and the true value to be found in human experience.

Our **core values**, hard work and kindness, equip our students with the depth of character required to tackle problems and pursue happy, successful and fulfilled lives.

Ethos

Nottingham Free School has an ethos conceived to nurture high academic aspirations through a supportive and disciplined learning environment. Our high expectations enable all children to succeed, regardless of their background or prior learning. We provide a balance of challenge and support in order to help students develop into well-rounded and confident individuals, fully prepared for their future careers. Our aim is to ensure that all of our students feel safe and supported at all stages in their intellectual, physical and social development. The ethos that underpins everything we do as a school is neatly captured by our motto: 'work hard, be kind'.



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Curriculum

Our ethos provides the foundations for our curriculum. All students follow a range of subjects which combine to form a curriculum that is personally, socially and intellectually transformative, setting our students up for the best possible set of choices and opportunities at post-16 and beyond.

Our students are **intellectually transformed** by our ambitious core curriculum which:

- ✓ Contains the essential knowledge that pupils need to be educated citizens
- ✓ Includes the best that has been thought and said in each subject
- ✓ Features broad, balanced, well-sequenced learning
- ✓ Challenges and inspires all students by being aspirational
- ✓ Provides explicit literacy support and practice e.g. key vocabulary, active reading and oracy

Our students are **personally and socially transformed** by our ambitious enriched curriculum which:

- ✓ Reflects and celebrates our diverse community
- ✓ Provides equality for our disadvantaged students and helps to close the gap
- ✓ Engenders an appreciation of human creativity and achievement
- ✓ Promotes the spiritual, moral, cultural, mental and physical development of our students
- ✓ Prepares our students for the opportunities, responsibilities and experiences of later life
- ✓ Responds to social challenges faced by our students e.g. e-safety, LGBT, resilience, self-esteem, identity and mental health

Our Key Stage 3 curriculum spans Years 7, 8 and 9 and covers all areas of the National Curriculum subjects. In some subjects, students are grouped according to their current level of attainment, whereas in other subjects they learn in more mixed classes.

Our Key Stage 4 curriculum is based upon the subjects of the English Baccalaureate, with the majority of students expected to follow English Language, English Literature, Mathematics, Science, Spanish and either Geography or History. A wide range of option subjects including visual and performing arts, technology, sport, and ICT courses supplement this core provision.

Some of our students opt to stay at Nottingham Free School for their post-16 education. We offer a small range of 'A' levels in the facilitating subjects. This offer compliments the wide range of options open to our students at the end of Key Stage 4, and paves the way for students from our community to secure places at some of the most prestigious universities.

Across all of these key stages, exciting, engaging and inspiring lessons bring our curriculum to life. As a school we constantly strive to provide students with the very best educational experiences.



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Extended school day

Our students have always benefitted from an extended school day, comprising taught lessons, supervised study time and extra-curricular activities. These arrangements have been temporarily affected by the Coronavirus restrictions, but we are looking for staff who are committed to working with students beyond the standard school day.

Our study support programme ensures that all of our students develop the capacity for independent work, which is critical to their future success. Our extra-curricular programme is generously funded to support a wide range of enrichment activities, including sports, creative and performing arts, science and activities which promote positive mental health. These sessions are supported and delivered by teaching staff, external extra-curricular providers and volunteers from our local community.

In addition to the opportunities we create for students during the course of a normal school week, we also offer a range of trips, visits and experiences, carefully selected and planned to complement the school-based curriculum, and deepen our students' sense of confidence, curiosity and ambition.

Learning Support Department

We believe that all students deserve the very best choices and chances in life. Students who require additional support, guidance and encouragement in order to successfully access our curriculum, work with our learning support department. The team is led by our Special Educational Needs and Disabilities Coordinator (SENDCo). The learning support team also liaises directly with parents and carers, to ensure that they tailor support to each of the students they work with.

Below are some of the ways in which our Learning Support team helps students:

- One-to-one interventions for reading, spelling and numeracy
- Bespoke support for particular needs, such as dyslexia or handwriting support
- TA in-class support
- Small group work during lesson time with a TA in the Learning Hub
- Mentoring for individuals or small groups, covering both academic and social areas of need
- Support groups and activities at break times and lunch times
- Assessing and securing access arrangements for examinations

Pastoral Care and Guidance

At the heart of our school is our pastoral structure, which is based upon year groups. Each cohort is divided into four tutor sets and led by a Head of Year. We provide students with the care they need, whilst allowing them to nurture friendships and develop a strong sense of community. Our tutors play an active role in ensuring that our students are happy, well supported and fully engaged in school life, and they serve as the first point of contact for our students' families. There are regular updates for parents and carers regarding our students' attitudes and attainment through termly reports, subject-based parents' evenings and tutor-parent consultation days. We also keep parents and carers up to date via our online 'My Child At School' platform.

We do not accept or tolerate any form of bullying or anti-social behaviour.



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Achievement

Our ambitious curriculum, enriching extra-curricular activities and caring pastoral system combine to give every student the greatest chance of success. We encourage all of our students to develop their own goals and actively work towards them. We have very high academic aspirations for our students, and while we do not value one pathway over another, we do explicitly aim to increase the number of students accessing higher education from our community.

Continuous Professional Development

A comprehensive continuous professional development programme for teaching staff is delivered through weekly timetabled sessions. These support the development of teachers as reflective practitioners who focus on outstanding teaching and learning. Other CPD opportunities are also available through the Nottinghamshire Torch SCITT.

Student Voice

Student voice plays an important part in the daily operation of Nottingham Free School. Our student council consists of representatives from each year group, and candidates invited for interview will be lucky enough to meet some of these amazing young people. Some of our students also take on leadership roles as primary school ambassadors, or by coordinating and leading initiatives within our enrichment and charity activities.

Safeguarding and Child Protection

Nova Education Trust and all of its schools and staff are committed to safeguarding and the promotion of the welfare of children. All Nottingham Free School staff are expected to share this commitment. All new staff within the Trust will be subject to an enhanced DBS check.

Every Nova school has a designated senior member of the leadership team who is responsible for referring and monitoring any suspected cases of abuse. All members of staff will receive training in line with our child protection policy.