



THRIFTWOOD SCHOOL AND COLLEGE
HEARING IMPAIRMENT SPECIALIST LEARNING MENTOR
LEVEL 3 BSL
COLLEGE ROLE - APPLICATION PACK



Thriftwood School and College

is part of SEAX Trust



LETTER FROM THE HEADTEACHER THRIFTWOOD COLLEGE

Thriftwood College

Fox Crescent, Chelmsford, CM1 2BN

Headteacher: **Mrs Elizabeth Smart**

Telephone: 01245 226779

Email: gemmabaker@thriftwoodschoo.com

Dear Applicant

Thank you for your interest in Thriftwood College. I would like to take this opportunity to tell you a little more about us.

Thriftwood offers high quality provision to learners with a range of learning needs from 5-19. The School (5-13 years) and College (14-19 years) are situated on two distinct sites in Chelmsford. We aim to offer our students a continuing education which is individualised and appropriately matched to their learning needs. We wish to enable young people to develop the confidence and skills they need to move on to the next phase of their lives, whether it is to further education and training, employment or to work towards a happy, healthy life, with as much independence as possible. Thriftwood has recently achieved an **Outstanding** Ofsted Inspection outcome and recognise the importance of attracting the right people into all roles to sustain excellence.

This new role for a Hearing Impairment specialist aims to support a young person who currently has been unable to access learning due to a profound hearing condition and needs someone to enable her to participate and communicate with confidence in this setting.

We are keen to hear from applicants who share our ethos and values regarding our learners. We offer training and support and would be interested to receive applications from all those with interest and commitment.

Thriftwood is proud to be an equal opportunities employer.

We look forward to hearing from you in the near future.

All good wishes

Mrs Elizabeth Smart M.Ed

Headteacher
Thriftwood College



Thriftwood College

This sheet sets out the key information for any candidates applying for the post of Hearing Impairment Specialist to be based at Thriftwood College.

Please read this information carefully and retain this sheet for reference during the application process.

Application process

Applicants must complete the SEAX Trust Application Form and submit it to the college no later than **12 noon** on the closing date of **Wednesday 13th February 2019**. All applicants are strongly advised to read the job description and person specification for the post prior to submitting their application.

Selection process

Applications will be ranked against the person specification for the role.

All shortlisted applicants will be subject to a face to face interview with the selection panel.

There may also be a skills test or practical assessment.

Further details regarding selection panel members and any planned assessments will be made available to shortlisted candidates in due course.

Shortlisted candidates

Applicants who have been shortlisted for the post will be notified as soon as reasonably practical upon completion of the shortlisting process.

The college will only contact shortlisted applicants and therefore if you have not received any communication from the school by this date your application has not been successful on this occasion.

Referees

Referees will be contacted **prior to the interview date** to request references on all shortlisted candidates.

The college may review social media relating to shortlisted candidates as part of the screening process to ascertain whether candidates demonstrate appropriate conduct and behaviour and suitability for employment in a school.

Interview date

Interviews will be held at **Thriftwood College on Tuesday 26th February (morning)**. Please note the college does not reimburse candidates for interview expenses.

Further information and school visits

Applicants who require further information or would like to visit the college should contact Gemma Baker on 01245 262779.



Thriftwood College

Hearing Impairment Specialist Learning Mentor Level 3 BSL Band 3 to mid-point

Job Description & Person Specification

Job Title:	Hearing Impairment Specialist Learning Mentor Level 3 BSL
Grade:	Band 3 to mid-point (Points 17 - 21)
Based at:	Thriftwood School & College (Thriftwood College Post)
Reports to:	Headteacher/Leadership Team
Responsible for:	Supporting a Hearing Impaired student and undertaking other general Learning Mentor Duties
Liaison with:	Headteacher, Deputy Head, Class Teachers/Tutors, support staff, students, parents & carers
Job Purpose:	<p>To work in partnership with Class Teachers/Tutors to support learning in line with the Thriftwood School & College curriculum, codes of practice and school policies and procedures</p> <p>To provide particular and specific support to Hearing Impaired young person</p>
Principal Accountabilities:	<ul style="list-style-type: none">• Provide specific support to the young person to enable access to the curriculum, including taking notes, signing, translating, interpreting language• Implement planned learning activity/teaching programmes as agreed with the teacher, adjusting activities according to the young persons needs and responses• Promote acceptance and inclusion of students with special needs within the class



Thriftwood College

Job Description: Hearing Impairment Specialist – Level 3 BSL

Hearing Impairment Specialist Learning Mentor Level 3 BSL – Duties

Principal Accountabilities

- To work in partnership with the Class Teachers/Tutors to support and enable students with **Special Educational Needs** (moderate learning difficulties) to access learning and the curriculum in line with Thriftwood School & College policies
- To support and assist the day-to-day work of **Learning Mentors**, solving routine issues as they arise.
- To have specific responsibility for supporting a **Hearing Impaired** young person at **Thriftwood College**

Working with the Class Teacher/Tutors

- Participate in **planning and evaluation** of learning activities with the Class Teacher/Tutor, writing reports and records when requested and adjusting activities according to pupil responses, as required
- Be involved in planning, organising and implementing **individual plans**, including attendance at, and/or contribution to, reviews;
- Monitor and record **pupil responses and learning achievements**, resolving all but the most complex problems independently
- Support learning by selecting appropriate **resources/methods** to facilitate agreed learning activities
- Write **reports and records**, as required

Working with Students

- Work with **individuals or small groups** of students under the direction of teaching staff;
- Establish **positive relationships** with students;
- Understand specific learning needs and styles and provide **differentiated support** to students individually and within a group;
- Implement planned **learning activities/teaching programmes** as agreed with the teacher, adjusting activities according to pupil response, as appropriate;
- Promote the **inclusion and acceptance** of students within the class, ensuring access to lessons and their content through appropriate clarification, explanation and resources;
- Promote positive pupil **behaviour** in line with school and college policies and help keep students on task;



Thriftwood College

- Support students with **challenging behaviour** and **behaviour management** (including restrictive physical intervention) in line with school and college policy, once you have received the required training;
- Support students with activities which support **literacy and numeracy** skills;
- Support the use of **ICT** in the classroom and develop students' competence and independence in its use;
- Provide **feedback to students** in relation to attainment and progress under the guidance of the Teacher;
- Assist with the **display and presentation** of students' work, putting up displays as directed;
- Supervise students for limited and specific periods, including **break-times** and facilitate learning activities, games and play as appropriate;
- Assist with escorting students on **educational visits**;
- Attend to students' **personal needs**, including help with social, welfare and health matters, and minor first aid.
- Operate, check and as appropriate maintain, **specialist equipment**

Working with Others

- **Liaise** with staff and other relevant professionals and provide information about students as appropriate;
- Liaise with teachers, tutors and other staff to ensure that **communication** between the school and college and parents is outstanding, by reporting any incidents or significant achievements to teaching staff;
- Take an active role in the preparation, maintenance and control of **stocks of materials** and learning resources.

General Duties

- Establish constructive **relationships** and be supportive of, and sensitive to, the needs of colleagues, students and the wider school community
- Encourage **interaction and teamwork** within the school, college and Trust; sharing ideas and new initiatives
- Actively engage in the **professional development programme**, monitor and assess own performance and take a proactive approach to professional development
- Participate in the **performance and development review process**, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager
- Contribute to the overall **ethos, work and aims** of the school and college



Thriftwood College

- Comply with all **School, College and Trust policies and procedures**, including the Code of Conduct and those relating to child protection, equal opportunities, health & safety, confidentiality and data protection, reporting concerns to an appropriate person.

The duties above are neither exclusive nor exhaustive and the post-holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

The SEAX Trust and all of its academies are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to complete a Disclosure & Barring Service (DBS) application, medical checks and references.

This job description will be reviewed annually and may be subject to change or modification at any time after consultation with the post-holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post-holder's professional responsibilities and duties.



Person Specification: Hearing Impairment Specialist – Level 3 BSL

Qualifications & Experience			
Detail		Essential	Desirable
Specific qualifications & experience	Successful experience of working with pupils in a school environment at Primary or Secondary school level Level 3 BSL qualification Educated to NVQ Level 3 in learning support or equivalent qualification/experience Knowledge of, or qualification in, First Aid	✓ ✓	 ✓ ✓
Literacy	Good reading and writing skills	✓	
Numeracy	Good numeracy skills	✓	
Technology	Full working knowledge of ICT to support learning	✓	
Communication			
Languages	Specialist language/communication skills		✓
Written	Ability to write detailed reports, letters etc	✓	
Verbal	Ability to use clear language to communicate information unambiguously Ability to listen effectively	✓ ✓	
Negotiating	Able to negotiate effectively with students and their families and carers and other adults	✓	
Working with Children and Others			
Behaviour Management	Ability to demonstrate effective implementation of the school's behaviour management policy	✓	



Thriftwood College

SEN	Ability to understand and support students with social, emotional and mental health needs Successful completion of training to support SEN	✓	✓
Detail		Essential	Desirable
Curriculum & Assessment	Detailed understanding of the school/college curriculum Good working knowledge of literacy/numeracy strategies Ability to assess progress and performance accurately	✓ ✓ ✓	
Health & Wellbeing	Understand and support the importance of physical and emotional wellbeing Ability to assess progress and performance of pupils and to recommend appropriate strategies to support development	✓ ✓	
Working with partners	Ability to make a proactive contribution to the work of the team supporting children, their families and carers Ability to work with parents and carers to improve support for children	✓ ✓	
Relationships	Ability to establish rapport and respectful and trusting relationships with students, their families/carers and other adults	✓	
Team work	Ability to work effectively with a range of adults	✓	
Information	Contribute to the development and implementation of effective systems to share information	✓	
Responsibilities			
Organisational skills	Good organisational skills Ability to remain calm under pressure	✓ ✓	
Line Management	Ability to manage and support the work of others	✓	
Time Management	Ability to manage own time effectively	✓	



Thriftwood College

Creativity	Demonstrate creativity and an ability to resolve problems independently	✓	
General			
Detail		Essential	Desirable
Equalities	Awareness of and promotion of equality	✓	
Health & Safety	Good understanding of Health & Safety	✓	
Child Protection & Safeguarding	Good understanding and effective implementation of child protection and safeguarding procedures	✓	
Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality	✓	
	Understand and implement the Trust's Data Protection Policies	✓	
CPD	Demonstrate a clear commitment to develop and learn in the role	✓	
	Constantly improve own practice/knowledge through self-evaluation and learning from others	✓	



Thriftwood College

APPLICATION AND RECRUITMENT PROCEDURE

Candidates should download and complete the application form available from:

www.thriftwoodschoo.com

www.essexschoolsjobs.co.uk

Required: **ASAP**

Closing Date: **Wednesday 13th February 2019 (Midday)**

Interview: **Tuesday 26th February 2019 (Morning)**

Salary and Band:

Salary Range: Local Government Pay Scale **Band 3** within the range 17 to 21 (mid-point range)

Hours: 30.58 hours per week

Weeks: 39 term-time working weeks per annum

Pro-rated holiday entitlement: 5.4 weeks (the successful applicant will work each week of term time including non-pupil days).

Actual Salary (pro-rata calculation): **£13,437.00** to **£14,782.00** depending on experience and length of service

Applications should be addressed to -

Gemma Baker
Thriftwood College
Fox Crescent
Chelmsford
CM1 2BN

Phone: 01245 262779

Email: gemmabaker@thriftwoodschoo.com



Thriftwood College

The SEAX Trust



Work with us ...

The **SEAX Trust** is a small but growing partnership of Special Academies within the community of Essex, whose Vision is to:

- **Provide outstanding educational experiences for children and young people with special educational needs**
- **Put the well-being and achievement of pupils at the heart of all decision making**

We consider the main asset towards achieving our Vision is our body of **highly-valued staff** and, in recognition, we implement a wide range of **strategic and person-centred reward practices** in all of our Trust Academies.

Be rewarded by us ...

- We offer a clear and competitive **pay policy** and **progression route**
- **Holiday pay** and **salary** which is paid *evenly* across the year for our support staff
- Teachers and Local Government **Pension Scheme** facilities

Progress with us ...

- A focus to provide high quality **professional development** opportunities for all staff
- An extensive range of **in-house training** opportunities
- Experienced and **dedicated practitioners** who are keen to help you learn
- A range of exciting internal **career opportunities**

Be inspired by us ...

- **Challenging** roles and **recognition** of achievement
- A **motivational** strategy towards both education and business
- Staff **involvement** in wider decision-making

Be reassured by us ...

- A strategic aim to ensure a **fair work/life balance**
- A **highly supportive** organisational culture
- A firm commitment to the strengths of **equality and diversity**
- A sense of **cohesion and belonging**
- A policy to raise **matters of concern**

Ask us ...

Should you have any general queries regarding staffing at **SEAX Trust**, Kate Stannard will be pleased to speak to you. Please contact: **Kate Stannard, Director of HR for SEAX Trust**

Email: jobs@seaxtrust.com Telephone: 01245 262779

We look forward to hearing from you soon.