ADVANTAGE
SCHOOLS

HOUSTONE
SCHOOL

WHY WORK FOR US?

ABOUT ADVANTAGE SCHOOLS

At Advantage Schools, we aim to provide all children with the highest quality of teaching of an excellent curriculum, which enables them to become highly educated and active participants of society.

You'll be working alongside an expert team of colleagues within a forward thinking, collaborative and supportive trust.

We provide sector-leading professional development offer and extensive networking opportunities, and excellent opportunities to develop and grow in a successful and expanding trust.

ABOUT HOUSTONE SCHOOL

We have big ambitions for the school and it will become a national beacon of excellence, achieving the highest outcomes and enabling our pupils to make unrivalled progress.

In September 2023, we moved into our brand new, purpose-built facilities that have been designed to maximise space, enabling our leaders and teachers to provide exceptional quality learning to pupils and embed professional development into the very fabric of the school.

ABOUT THE ROLE AND YOUR APPLICATION

This post would suit a highly motivated individual whose values are aligned with ours. You need to want this school to be the best, full stop.

You will be well supported in developing your competencies as a valued member of our team and you'll be working alongside a smart group of friendly and supportive colleagues in order to achieve our ambitions collectively.

To apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

SAFEGUARDING

"The safeguarding and welfare of children is paramount and all our staff share this view. Applicants must be willing to undergo safeguarding and child protection checks including with past employers and the Disclosure and Barring Service.

INTEGRITY, AMBITION, EXCELLENCE

Welcome to Advantage Schools; a high-performing family of ten schools.

We unashamedly believe in high attainment. Our schools seek to transform the life-chances of the young people in our care. We do this through very high expectations – of behaviour and conduct, of hard work and of determination and perseverance – alongside the very best knowledge-based curriculum.

At Advantage Schools, we commit to ensuring that pupils will be able to learn in an environment that is free from disruption so that they can chase their dreams and fulfil the aspirations they share with parents and colleagues.
A broad curriculum places pupils in a strong position to question and debate the world around them, making them intellectually resilient and prepares them for citizenship in a democratic society. We believe this is a right of all pupils and one which is empowering.

We also pride ourselves on the additional opportunities available to pupils outside of the classroom. Our extensive extra-curricular programmes include residentials, sports and music so that we develop well-rounded young people.

Our schools work together to provide teachers and support staff with the best possible training. In partnership with families, we work hard to ensure that pupils have the widest possible opportunities in their lives.

Our schools' doors are open in every sense:

- we are in the centre of our communities, inviting them in regularly and celebrating the richness of our local area and those we serve;
- we collaborate with other professionals and schools, sharing our work to benefit pupils across the country;
- we celebrate what we do while maintaining humility in accepting feedback so that we can continue to improve.

We run our schools in the best interests of the pupils, guided by our principle that *"it must be good enough for our own children or those that we care deeply about to be good enough for our pupils"*.

"Educating children, serving the community, achieving exceptional outcomes."

Stuart Lock
Chief Executive

MEET OUR LEADERSHIP

Dear Applicant,

I'm delighted that you are interested in applying for a position at Houstone School.

Houstone School is a brand new school which opened in September 2022. Uniquely for a free school, we opened with pupils in Years 7-10 in 2022, and from September 2023 we have pupils in all year groups.
We have no time to spare in ensuring our pupils are achieving the academic success they deserve.

We pride ourselves on being a genuinely comprehensive school that provides a knowledge-based education for pupils of all backgrounds. We teach an unashamedly academic curriculum consisting of the best that has been thought and said. Pupils study English, Maths, Science, Spanish, History, Geography, Computer Science, Art, Drama, Music, Religious Education and PE during their time at the school.

At Houstone, our values of aspiration, endeavour, and respect, underpinned by very high expectations and drive in everything that we do. We have a powerful culture which is warm but strict, based on clear routines, systems, and structures. As a result, our teachers enjoy their teaching with impeccable behaviour in lessons and hardworking, highly motivated pupils.

We hold dear belief that every single child and young person, given the right circumstances, is capable of achieving extraordinary things. We're therefore looking for people who want to be the best. You will be excellent in the classroom and as a leader, and hence an inspiring character who is willing to lead by example.

You will be joining an experienced, knowledgeable and supportive team of senior leaders who are committed to making a positive difference for the families we serve. We are looking for a person who can be instrumental in building our school from humble beginnings into something exceptional. Houstone School should be willing to accept responsibility at the highest level for all aspects of the running of the school and be able to offer strategic leadership to bolster our offer.

At Houstone we will show what can be achieved when schools refuse to accept excuses and expect the best from every pupil. That said, we recognise that there is much to learn as we aim to become a national leader among UK schools. This post therefore represents a great opportunity to be part of something truly quite special.

With very best wishes,

Elizabeth English
Principal | Houstone School

ABOUT HOUSTONE SCHOOL

Houstone School offers:

- A longer school day (8.25am-4pm)
- A disciplined “can do” culture that allows every pupil to be known, feel safe and to be cared for.
- An intensive focus on the basics of Maths and English.
- An academic, knowledge-rich curriculum for all.
- A comprehensive timetable of enrichment opportunity for pupils built into the school day.
- Music for all – all pupils taught an instrument from Year 7.
- Enhanced support for pupils with lower attendance.
- A focus on preparing every single pupil to attend a good university.

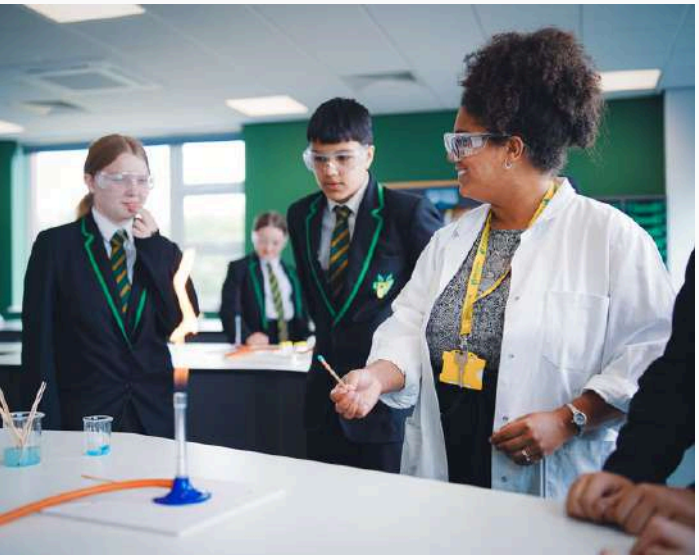
We have access to some of the best professional learning in the country, both through the Advantage Schools Knowledge Exchange and partnerships with organisations such as Ambition Institute. As a result, we can attract and retain some of the best staff in the country, so you would find yourself working with a strong team of thoughtful and expert teachers and school leaders, whilst also benefitting from the full support of the central Advantage Schools Trust team.

The successful candidate will be intrinsic in further developing a school that will offer families a genuine choice of an excellent education for their child, including:

A disciplined “can do” culture then allows every pupil to be known, feel safe, and be cared for.
An intensive focus on the basics of reading, writing and maths.
An academic, knowledge-rich curriculum that values the distinctiveness of subject disciplines.
Excellent quality, evidence-based classroom practice.
High quality PSHE provision.
Plentiful, high quality enrichment opportunities, including trips, visits, after-school clubs and sporting fixtures.

For more information about Houstone and the school curriculum, please visit the website:
www.houstoneschool.co.uk

ADVANTAGE SCHOOLS VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well- rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package,** you can be reassured that we have your best interests at heart.

- Whole trust training events
- Free eye test vouchers
- Refer a friend £500 bonus scheme
- Staff recognition with reward shopping vouchers
- Enhanced pension employer's contribution & death in service payment
- We are in the process of a big benefit review. Watch this space!
- Support for all staff with an experienced licensed counsellor
- Cycle to work scheme

EDUCATIONAL PARTNERSHIPS

Northamptonshire Teaching School Hub

University of Bedfordshire

ASKE TRAINING

Teach First

The National College

CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored middle leader training for eligible colleagues.

Additionally, we offer a wide range of CPD training through various partnerships and platforms, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!

perkbox

All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.

MEDICAL

Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

RECRUITMENT BOOKLET

HOUSTONE
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SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK

HOUSTONE
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Learning Mentor

We are looking to recruit an outstanding and committed professional Learning Mentor to join our Pastoral team who believe young people deserve the very best quality of education. We are seeking someone with very high expectations who loves working with young people and is ambitious to see them achieve.

The Pastoral team work with teachers and other support staff, 'going the extra mile' to ensure that we provide the very best for our pupils and families. It is important to us that you buy into and share the ethos and vision of the school.

Our trust is known for its 'no excuses, can-do' culture that seeks to prepare all its pupils to have the opportunity of a pathway to university. If you are passionate about helping all pupils, regardless of background, to achieve this, then this could be the role for you.

The ideal candidate will be a resilient team player with a can-do attitude, will be flexible, organised and able to use their own initiative and problem-solve.

KEY DUTIES

- To be responsible for providing one-to-one or group or class support to pupils with barriers to learning and SEND.
- To carry out innovative & effective intervention programmes under the leadership of the SENDCo and in line with Houstone School's ethos of high expectations
- To be responsible for effective administration duties where necessary

JOB SPECIFICS

Start date: asap

Salary: AS 5-7 FTE £25,495-£26,712 actual pro rata £22,124-£23,180

Job role: Permanent, Full time, Term time +5 INSET days, 39 weeks, 37 hours per week

Hours: Mon-Thu 8.15am-4.15pm, Fri 8.15am-3.45pm, 30 mins unpaid for lunch

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.

JOB DESCRIPTION

Job Title: Learning Mentor

Responsible to: Assistant Principal

Overall responsibilities:

To be responsible for providing one-to-one or group or class support to pupils with barriers to learning and SEND.

To carry out innovative & effective intervention programmes under the leadership of the SENDCo and in line with Houstone School's ethos of high expectations

To be responsible for effective administration duties where necessary

Main Duties:

1. To assist the SEN and Pastoral teams in creating, administrating and overseeing programmes of support with regards to raising attainment for all pupils including those with SEND

2. To provide pupil support needs including, arranging for literacy and numeracy or lesson support as determined by the SENDCo and classroom teachers.

3. To provide pupil support to a group of students or on a one-to-one basis for an appropriate number of hours a week – (decided on an individual basis for each pupil).

4. Supporting pupils during the planned and unplanned absences of teachers by covering lessons as required.

5. To lead and/or attend regular meetings including on parent evenings to provide information for review and evaluation purposes – with for example, colleagues, families and external agencies

6. To maintain appropriate records as required by the school

7. To develop and monitor 'Pupil Learning Passports' or the equivalent in liaison with SENDCo.

8. To maintain and update resources

9. To ensure classroom environments and resources are maintained to a high standard to support safe and stimulating learning HS LM JDPS October 2022

10. To organise pupil inductions where necessary (usually for any pupils with SEND) in liaison with SLT, SEN or Pastoral team

11. To participate proactively in marketing and promotion activities e.g. Open Evenings/Days

12. To provide personal care to pupils and their families as required

13. To be responsible for promoting and safeguarding the welfare of children and young people in line with the area and school policies and procedures.

14. To analyse data proactively to identify proposed development actions for individual pupils to maximise achievement.

15. To support the Assistant Principal, SENDCo or Pastoral team in ensuring the smooth running of the external and internal examinations

16. To develop our pupils into becoming responsible, mature and aspirational young adults Safeguarding

17. To be responsible for promoting and safeguarding the welfare of pupils and for raising any concerns in line with School procedures. Equality and Diversity

18. To be responsible for promoting equality and diversity in line with School policies and procedures. Health and Safety

19. To be responsible for following health and safety requirements in line with school policies and procedures. Training and development

20. To participate proactively in training and development including qualification development required in the job role. Other responsibilities

21. To undertake as required other duties and responsibilities relevant to the job as directed by the Assistant Principal

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Person Specification

Job title: Learning Mentor

	Essential	Desirable

Qualifications /Training	• English and Maths or similar at GCSE grade A-C or equivalent
	• Level 3 qualifications
		• Graduate or recent training in one or more of the following
		  ○ Data analysis
		  ○ Resource management
		  ○ Pupil Behaviour management
		• First Aid Certificate
		• Safeguarding training
		• Equality and diversity training
		• ECDL or ITQ Level 2 or equivalent

Knowledge/ Experience	• Experience of tutoring/mentoring others • Experience of data input/monitoring • Evidence of high performance in previous roles/jobs • Experience of working effectively with people from diverse backgrounds • Experience of working constructively to achieve team objectives and deadlines • Confident IT user	• Experience of providing support to individuals in an educational or care setting • Experience of working with pupils with learning difficulties and/or disabilities • Experience of teaching or coaching young learners • An understanding how to promote equality and diversity within the job role

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Skills/Abilities	• Ability to deal with challenging behaviours and motivate and encourage students • Ability to consistently demonstrate high levels of job performance • Ability to communicate effectively and confidently face to face, on the telephone and in writing • Good organisational and time management skills • Good administrative skills, with the ability to maintain accurate, up-to-date records • Ability to work on own initiative and as part of a team • Ability to make a positive contribution to the team, valuing and respecting others' expertise and contribution • Ability consistently to support a high quality learning experience for all pupils and create a welcoming and supportive environment for pupils. • Ability to promote the School's reputation and carry out the School's business appropriately and professionally at all times	• Ability to analyse and present complex data
Special Requirements	• Responsibility for promoting and safeguarding the welfare of all students • Ability to form maintain appropriate relationships and personal boundaries with children and young people • A willingness to undertake relevant and appropriate staff development • Flexible approach to work and working times • Awareness of health and safety requirements relevant to the job	