



Newton Wood Barn Alternative Provision

Job description

Post Title: Instructor

Reports to: Newton Wood Barn Alternative Provision Lead

Main purpose of the role:

This is more than a job, this a role for those seeking to make a difference in the lives of young people. We are seeking experienced Learning Mentors, with strong relationship building skills, to be positive role models for our young people. You will need to be able to set clear boundaries, be patient and proactive. Every day will be different, you will need to work flexibly to provide a consistent approach to supporting young people to engage and progress within their individual aims and objectives.

This role is advertising for candidates to be working as part of Empshott LLP, incorporating Newton Wood Barn Alternative Provision.

Working at Newton Wood Barn Alternative Provision will mean working as a part of a multi-faceted program. Our program helps young people who can't attend mainstream schools or find themselves waiting for a placement and in need of a bridge in between. Many young people need bespoke strategies to support them in attending and engaging in education and we provide this tailored approach to all.

As a learning mentor you need the skills in building relationships with learners that have found mainstream school a challenge. Learners at our setting need relationships, kindness and boundaries, in order to feel safe. This flexible approach to working may continue through a young person's journey and the work is to continually strive to help achieve their next steps

You would be responsible for working 1:1 and in small groups, running sessions and role modelling positive behaviour.

The voice of the child is central to the ethos of Newton Wood Barn Alternative Provision. All children are encouraged and supported to share their views and to be active participants in the community. Opportunities for teamwork and leadership are provided to develop skills such as co-operation, communication and taking accountability. The Learning Mentors and team will take an active role in helping children develop confidence, self-respect, and ownership for their own success.

Introduction to Empshott LLP

We will care for some of the most vulnerable and complex young people in society and recognise that they need skilled therapeutic intervention to help them build positive and nurturing relationships. Our Alternative Provision works alongside our school Newton Wood Barn School but also independently with local authorities. Both settings have a common thread, plenty of space to grow, thrive and learn through hand on learning and independent experience.



Newton Wood Barn Alternative Provision

Our ethos is 'connection, community, creativity' and we strive to support all our team and young people to embody these. We provide a stable and caring environment to ensure that every person has the opportunity to develop their abilities, share new experiences and be supported in realising their future dreams.

Our Values

Attachment-Healthy attachment is a developmental requirement for all human beings.

Relationships -Understanding how we relate to each other and how others relate to us, leads to a healthy relationship.

Containment- A safe and supportive environment is required for an individual to grow.

Respect- People need to feel respected and valued by others to be mentally healthy. Everybody is unique and nobody should be defined or described by their problems alone.

Communication -All behaviour has meaning and represents communication which deserves understanding. Each individual has responsibility to the group, and the group in turn has collective responsibility to all individuals in it.

Participation - Ability to influence one's environment and relationships is necessary for personal wellbeing. Being involved in decision making is required for shared participation, responsibility and ownership. This is 'our' school.

Process and Procedure -We follow as best we can a process and procedure as it keeps us safe. There is not always a simple answer to complex questions but forming processes help to keep us contained and together

At Newton Wood Alternative Provision, our ultimate goal is to help children recover from difficult, often traumatic early life experiences by providing skilled, consistent, warm and affectionate care in an environment that is safe and reparative. We understand that each young person is an individual and we take pride in how we help young people to understand their identity and feel a sense of belonging within themselves as well as building healthy and nurturing relationships with others.

We remain reflective upon our practice to ensure we are all held accountable for not only safeguarding the young people but for supporting them to achieve their best possible outcomes.

Newton Wood Barn Alternative Provision will provide:

- Life skills
- Independence skills
- Activities to build confidence and self-esteem
- Literacy and Numeracy skills
- Hands on outside activities
- If a young person is interested in a particular subject, we will incorporate it into activity plans We support children to transition into next steps and liaise with their referrers to ensure a bespoke and tailored package is available to them, this creates the best results and young people are able to thrive.



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Aims and Objectives

- To deliver a bespoke education program which supports each child to have opportunities to progress, learn and reflect
- To provide each child with the opportunity to learn new independence skills which will be helpful in their personal life
- To create a safe space for children to learn and to explore their thoughts and feelings without judgment
- To support children and young people to transition into full time education placements with a level of confidence and self-belief
- To support children and young people to develop their social, emotional, and interpersonal skills
- To support children and young people to begin to develop positive relationships with others and with themselves
- To support children and young people to manage their emotions in a healthy and positive way
- To plan sessions with a tailored approach, to discuss with the referrer, and with the child as their views, wishes and feelings remain a priority
- To ensure children and young people feel accepted and un-judged throughout all sessions
- To provide learning activities which are engaging and fun
- To support children and young people to realise their ambitions and their potential
- To provide consistent, reliable, and skilled staff members to support the young people in their journey through relationships which are positive for families and the young people and remain boundaried and therapeutic within practice.

Roles & Responsibilities

- Work with groups of 2-6, children aged 5-18 years of age
- Work alongside a centre manager, tutors, therapists, and other mentors
- Support children, with focus on the child voice
- Involve children in setting their own goals and ensuring lessons are differentiated to support each individual learner
- Work collaboratively with the multidisciplinary team to ensure children receive holistic support
- Transport children to activity centres and supervise activities
- Home visits if children are struggling to attend
- Prepare lunches
- Support the delivery of activities during structured sessions



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- Demonstrate consistently positive attitudes, values and act as a positive role model for children
- Support children in making progress in their vocational activities
- Plan the delivery of structured activities
- Support and supervise family contact time
- Complete write ups (trackers, admin, safeguarding etc)
- Communication with all stakeholders- schools, parents, SEN officers and Local Authorities

Safeguarding

Empshott LLP acknowledges this duty of care to safeguard, protect and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities government guidance and complies with best practice and DFE/Ofsted requirements.

Empowerment, prevention, proportionality, partnership and accountability.

PERSON SPECIFICATION

Education/Qualifications	Essential	Desirable
Teaching qualification (QTS or QTLS), Coaching or facilitating learning.		☐
Evidence of continuous professional development and commitment to further professional development A degree or equivalent		☐
Knowledge & Experience		
Implications of equal opportunities and inclusion issues	☐	
Strategies for improving the quality of delivery and learning	☐	
Understanding educational strategies and achievement for vocational improvement and raising standards of achievement	☐	
Understanding of appropriate strategies for managing children's behaviour	☐	
Knowledge and understanding of: • the preparation and administration of vocational qualifications; • the links between parents and professional partners		☐
Skills & Abilities		
A highly motivated, energetic and enthusiastic person who is approachable and promotes positive relationships and has high expectations	☐	
Able to reflect on practice and aim to improve when necessary	☐	



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Provide a therapeutic environment for the young people but hold firm boundaries	☐	
Able to facilitate a range of indoor and outdoor learning activities	☐	
A proven track record as an excellent, creative delivery which motivates children	☐	
Able to work alongside animals such as horses and goats	☐	
Able to relate well to children and share their interests and enthusiasms	☐	
Good administrative and organisational skills	☐	
Able to communicate orally and in writing to a wide range of audiences	☐	
Able to manage children's behaviour effectively and demonstrate a commitment to a high level of pastoral care	☐	
Working knowledge of ICT and administrative purposes	☐	
Ability to cope with the pressures of a demanding position	☐	
Commitment to providing an effective learning environment appropriate to the need and abilities of all children	☐	
Commitment to the development and maintenance of positive partnerships between the homes, carers and the community, therapists and social services	☐	
Recent participation in professional development activities and willingness to undertake other training		☐

The successful candidate will be a confident individual with excellent communication skills and a sense of fun, resilience is also essential.

The successful candidate is committed to child protection and promoting the welfare of young people. We expect all staff to share the same passion and commitment as our mission statement reiterates – supporting the potential to achieve.

This post is subject to an Enhanced Disclosure check (DBS) under the Rehabilitation of Offenders Acts 1974. Further details regarding this check are available from www.disclosures.co.uk

It should be noted that the above list of principal duties is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.