

Our School Context

Riverbank Academy is a World Class and Outstanding Special School. Our vision is for all students to make exceptional progress and lead happy and fulfilled lives.



We have a dedicated staff team that care about the personal and academic development of our students. We currently work with 188 students and in September 2022 this will increase to 200 students.

We have the most incredible facilities which has a huge impact on the quality of learning. This includes a Hydrotherapy Pool, Soft Play, Fitness Suite, Sensory Garden, Horticulture Area, Physiotherapy Room, Speech and Language Intervention Room, Forest School, Open Library Area, Food Technology Room, Computer Suite, Science Room, Art Room, Performing Arts Room, Trim Trail with Swings, a student led Café and a popup shop! We also have a Wave Centre and Navigator Suite to support the layered and complex needs of 18 students.

We are a Broad-Spectrum School with needs ranging from profound and multiple, severe and moderate learning difficulties (PMLD, SLD and MLD). This opens many professional development opportunities for our staff, allowing them to apply a range of new skills in a fully inclusive setting.



We are looking for a caring, motivated and creative individual that can provide outstanding learning support for our students. **This is a great opportunity for anyone that is currently working in education that is wanting to progress into teaching! We have great CPD and a strong track record of helping staff secure their first qualified teaching post!** We welcome all applicants from primary, secondary, mainstream and special school backgrounds.



What do we offer?

- A friendly, happy and dedicated team
- A senior leadership team open-door policy for all staff
- Amazing facilities
- School iPad or Chromebook
- Staff access to our fitness suite, before and after school
- Exciting CPD opportunities
- Access to an innovative curriculum which has been adopted as best practice in other Special School settings.
- If staff have 100% attendance in an academic year they have can take one additional paid day off the following year!
- Additional payment for staff that attend residential trips on a Saturday and/or Sunday
- Cycle to Work Scheme
- Six Togetherness Sessions a year, where we come together as a school community to take part in activities such as school picnic/disco/sports day and simply enjoy being together!
- Free fruit, tea and coffee in the staffroom and a water cooler.
- Eleven “Wellbeing Wednesday” sessions where we encourage staff to take part in a wellbeing activity after school, this includes access to an external fitness instructor who comes into school and is free for staff to access.



**Advanced SEND Teaching and Learning
Cover Supervisor**

Reporting to: Head Teacher/Assistant Head teacher
Scale: Grade 5
Salary:: £22,771 - £27,835 (Pro rata - actual salary)
Hours: 37 hours
Monday to Friday 8:30 a.m. to 4:30pm (4:00pm finish Friday)
Start and finish time negotiable by starting earlier (8:00am and finishing at 4:00pm)

JOB PURPOSE:

- Contribute to whole school curriculum planning, implementation and development.
- Work in partnership with the school curriculum lead and subject leads to ensure long term cover arrangements provide consistency in learning and progress.
- In accordance with the school's timetable arrangements, lead, plan, deliver and evaluate lessons to support short and long-term cover arrangements.
- Lead a tutor group to support short term and long-term cover arrangements and when appropriate plan, prepare and lead Annual Reviews
- Supporting the professional development of other staff members

To meet high professional standards in respect of:

- Relationships with young people
- Communicating and working with others
- Knowledge and understanding
- Skills to achieve consistent high quality interventions across the Academy
- Promotion of a love of learning.

Key Tasks and Responsibilities***To manage student's learning by:***

- Baselining and assessing students progress
- Collaborating to create a purposeful and safe learning environment conducive to learning and identify opportunities for learning in out-of-school contexts
- Using teaching methods which take account of different learning styles and involve sensory learning opportunities.
- Using skills in literacy, numeracy and ICT to support teaching and wider professional activities.
- Taking account of the need for progression in students' learning experience.
- Taking a lead role in developing, implementing and monitoring impact of SEN
- Interventions.

- Using a clear understanding of the Navigator Curriculum to plan effectively for students.
- Researching and evaluating innovative SEN interventions and drawing on research outcomes and other sources of external evidence to inform their own practice and that of colleagues.
- Personalise learning to provide opportunities for all learners to achieve their potential.
- Taking a lead in planning collaboratively with colleagues in order to promote effective practice.
- To implement and support others with using the recommended strategies and trialling new strategies with identified students.

To ensure students progress and that they meet or exceed their targets by:

- Having high expectations of students, based on a sound knowledge of their prior and potential attainment
- Marking and assessing in line with Academy policy
- Recording marks efficiently and reporting to parents in line with Academy policy
- Being clear about the level at which a student is working

To manage one's own performance and enhance the working atmosphere and ethos in the Academy by:

- Contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs so that they demonstrate enhanced and effective practice.

To support the wider life of the Academy community and its individuals:

- Work to published timescales for reports, publications and events
- Carry out procedures to satisfy Academy policy and practice
- Carry out weekly duties for 30 minutes every day for a lunch duty and x2 15 minute duties (all staff have a 30 minute lunch break)

Other Duties

- To participate in appraisal arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.
- To work in collaboration with the nurse and classteacher to ensure pupils' medical and health needs met

Equal Opportunities:

The post holder must carry out his/her duties with full regard to the Academy's Equal Opportunities policy.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

- **Generic Roles and Responsibilities of ALL Teaching Assistants:**

- **Support for Students:**

- To promote the inclusion, health and well-being of all students
- To attend to the student's personal needs raising concerns surrounding social, health, physical, hygiene, first aid, medical and welfare matters as necessary.
- To supervise and support pupils ensuring their safety and access to learning
- To establish good relationships with pupils, acting as a role model and being aware of and responding appropriately to individual needs
- To encourage students to interact with each other and engage in learning activities
- To encourage students to act independently as appropriate

Support for the School:

- Setting an example to students in work ethic, conduct, dress, punctuality and attendance
- Taking responsibility for one's own professional development, setting objectives for Improvement and keeping up to date in subject expertise and teaching skills
- Maintaining effective working relationships with teaching and support staff.
- To contribute to the overall ethos/work/aims of the school
- To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
- To appreciate and support the role of other professionals
- To be punctual and work the required number of hours as stated on individual contracts
- To accompany teaching staff and pupils on visits, trips and out of school activities as required

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PERSONNEL SPECIFICATION

HOURS: 37 hours per week - term time only plus 5 days
Monday to Friday 8:30 a.m. to 4:30pm (4:00pm finish on Friday)

ATTRIBUTES	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
QUALIFICATION	➤ A desire to continue to improve literacy, numeracy and ICT skills, with Grade C achieved in English and Maths	➤ Qualification to A level (AS/A level) standard.
KNOWLEDGE And UNDERSTANDING	<ul style="list-style-type: none"> ➤ Of the needs and characteristics of young people with complex SEND ➤ Of what constitutes positive behaviour management ➤ Of the importance of positive role models for young people ➤ Of strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure the effective engagement of our students in learning ➤ Of equal opportunities and anti-discriminatory practice in the context of the school community ➤ Experience of leading lessons within a community, mainstream or special school context 	
SKILLS AND ABILITIES	<ul style="list-style-type: none"> ➤ Approachable and intuitive ➤ To communicate effectively – verbal and written - with students, staff and parents ➤ To apply specialist skills to supporting in meeting the needs of complex SEND ➤ To motivate and encourage students to work co-operatively ➤ To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively ➤ Able to work indoors and outdoors in rural and urban environments supporting students in a range of activities such as Duke of Edinburgh, forest school, horticulture and gardening. ➤ Able to walk long distances and stand for long periods of time to support student transitions around school and enrichment activities. ➤ Able to support students aged from 11-19 in moving and handling and personal care. 	➤ Able to swim (desirable but not essential to ensure we have an inclusive swimming offer for all our students).

	<ul style="list-style-type: none"> ➤ Able to move physiotherapy equipment with appropriate training and guidance from specialists this includes the manoeuvring of manual wheel chairs. ➤ To be a team player with the ability to support others ➤ To demonstrate relationship building outside of the classroom ➤ To adopt total communication techniques and develop them sufficiently to reach out to all of our students 	
ATTITUDES And VALUES	<ul style="list-style-type: none"> ➤ High expectations of personal performance and of pupils' success ➤ Commitment to build upon your own learning through our structures ➤ A belief in meeting the needs of the whole child 	
EXPERIENCE	<ul style="list-style-type: none"> ➤ Of working with groups of young people with complex SEND, preferably of secondary age ➤ Of resolving problems and handling challenging situations ➤ Of managing behaviour effectively 	
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> ➤ This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment 	

All employees of Riverbank are required to comply with the School Equal Opportunities Policy when undertaking the duties of their job.

David Lisowski - Head Teacher
Riverbank Academy
Princethorpe Way
Coventry CV3 2QD

How to apply

If you wish to apply to this please complete an application form and email to:
dllisowski@riverbankacademy.org.uk

Application form:

https://sidneystingertrust.org.uk/files/HR%20Vacancy/vacancies_2020/mat_support_application_form_nov_2020.docx

Closing date: Monday 5th February 2024

Interviews will be held: Thursday 8th February 2024 and Friday 9th February 2024.



Advanced SEND Teaching and Learning Cover Supervisor

Start date: As soon as possible