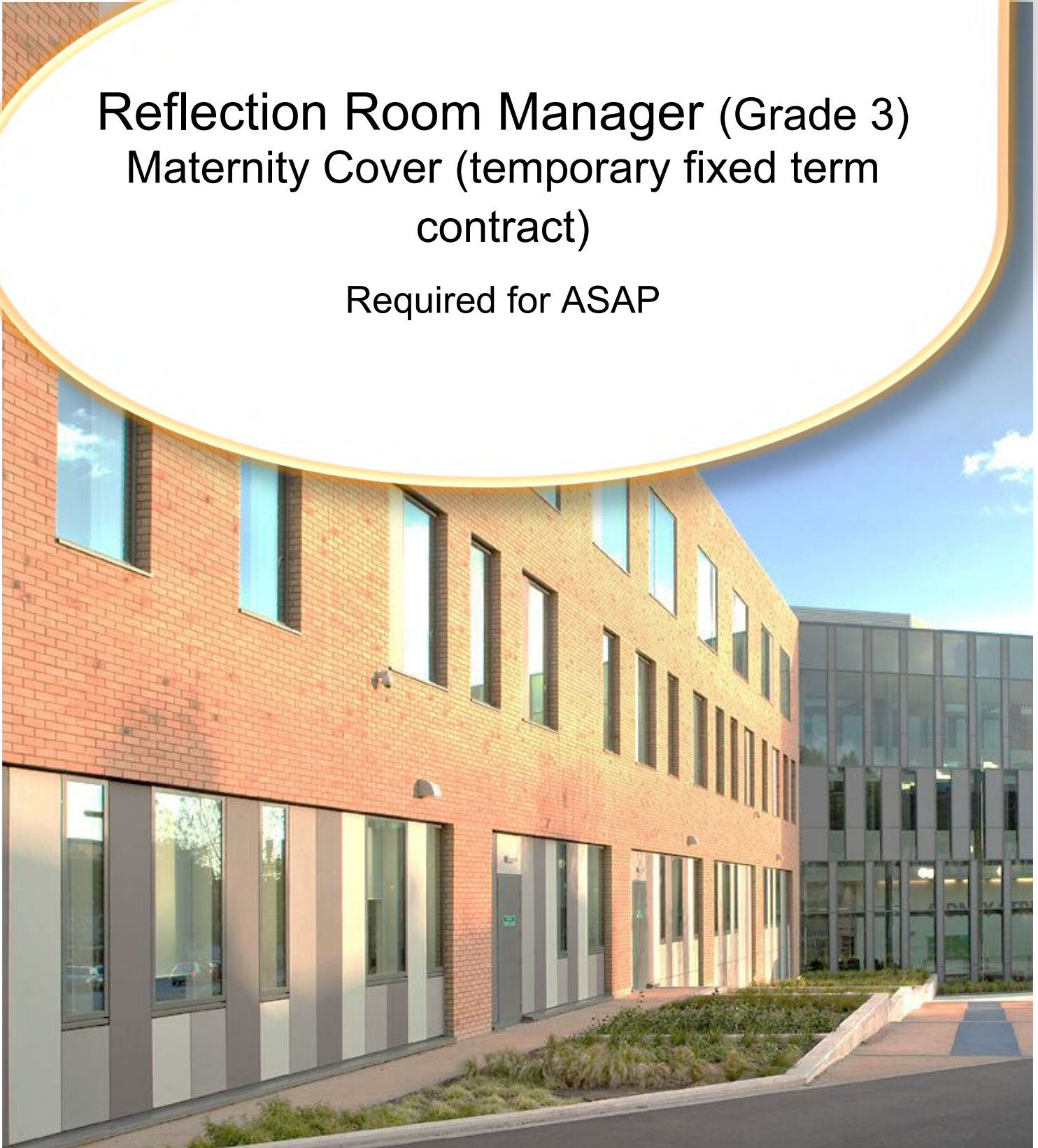


Reflection Room Manager (Grade 3) Maternity Cover (temporary fixed term contract)

Required for ASAP



Sidney Stringer Academy Multi Academy Trust consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Academy and Sidney Stringer Primary Free School.

All of the schools in the Trust are working together with the ambition of becoming outstanding.

As the Trust develops we are exploring the opportunities of creating shared posts and services across the schools so that we can benefit from economies of scale.



Reflection Room

Our Reflection Room ensures that students who need some time out of lesson to reflect on their behaviour, get that time and that support in a safe space where they can continue to learn.

You will be joining a large and highly-skilled pastoral team, who are fully committed to making sure that our children can learn in a safe and secure environment.



Why work at Sidney Stringer:



- 100% attendance - 1 day off following year
- Staff Development- new leadership challenge programme and subsidies for Masters' degree courses



- Free tea and coffee
- Social committee with subsidised events
- Occupational health and counselling support



- Cycle Scheme
- Free parking
- Free Flu jabs
- Long service awards

Reflection Room Manager

Grade 3

Sidney Stringer Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

GRADE: 3
HOURS: 32.5 hours per week – Term time only plus 3 days
(Teacher Training days)
Monday to Friday 8.30 am to 3.30pm

Supervising individuals/small groups of students who have been placed in the "Reflection Room" during the day. This will include break time and lunchtime referrals when loss of social time is used as a sanction.

Main Activities: Pastoral Support

- Supervision of students who need a period of respite out of the classroom and who have been referred to the Reflection Room by a senior member of staff/ Emergency Rota staff.
- Supervision of students during social time (break time and lunchtime) when referrals have been made by senior members of staff/Year Heads
- Supporting our 'on call' system by answering the emergency alerts and directing staff to the emergency.
- Promotion of the speedy/effective transfer of students back to lessons following an agreed plan and support of the Restorative Justice process.
- Mentoring and provision of pastoral support for students
- Establishment of productive working relationships with students in applying de-escalation strategies, acting as a role model and promoting self-esteem
- Develop and display specialist skills to support the achievement of students with emotional, behavioural and social difficulties and help develop social skills

Support for Teaching and Learning

- Modify learning activities as necessary to enhance individual access to the curriculum
- Support students' access to learning using appropriate strategies, resources etc
- Monitor and evaluate students' responses and progress through observation whilst in the RR and record and report objective, accurate feedback to staff, as required
- Be responsible for identifying patterns of referral and attendance and for reporting these to the Assistant Principal: Pastoral
- Ensure that a range of activities is available in the RR to support students and enrich their learning

Support for the School

- Be aware of and comply with all school policies and procedures being particularly aware of those relating to child protection, health and safety, security and confidentiality, reporting all concerns to an appropriate person
- Be aware of and support the promotion of equal access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the school
- Attend and participate in meetings as directed
- Participate in training and other learning activities as required
- Recognise own strengths and areas of expertise and use these to advise and support others
- All staff in school will be expected to accept reasonable flexibility in working arrangements and allocation of duties in pursuance of raising student achievement

Practical Skills:

- Able to communicate effectively and deal with students, parents and colleagues sensitively
- Able to respect confidentiality
- Able to work flexibly, adapting to changing circumstances
- Able to work effectively within a team

Personal Qualities & Attributes:

- Able to use initiative and seek advice as necessary
- Able to remain calm under pressure and maintain a quiet, reflective environment
- Positive and consistent approach with a commitment to achieving success both for yourself and those students for whom you have responsibility
- Willing to train and develop skills

Job Description Reviewed By: G Earles March 2021

PERSON SPECIFICATION

ATTRIBUTES	REQUIREMENTS
QUALIFICATION	<ul style="list-style-type: none">▪ At least 5 GCSE's, Post 16 + higher qualifications
KNOWLEDGE & UNDERSTANDING	<ul style="list-style-type: none">▪ Of the needs and characteristics of young people▪ Of supervision and behaviour management techniques▪ 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 effective learning▪ Of equal opportunities and anti-discriminatory practice in the context of the school community
SKILLS & ABILITIES	<ul style="list-style-type: none">▪ A personal presence▪ To communicate effectively – verbal and written▪ 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▪ To be a team player▪ IT skills including Microsoft Word & Excel or equivalent▪ To organise and co-ordinate classroom activities▪ The ability to converse at ease with members of the public (including colleagues, pupils and parents) and provide advice and information in accurate spoken English is essential for the post
ATTITUDES & VALUES	<ul style="list-style-type: none">▪ High expectations of personal performance and of pupils' success▪ Commitment to one's own learning▪ A belief that schools can make a difference
EXPERIENCE	<ul style="list-style-type: none">▪ Of working with groups of young people, preferably of secondary age▪ Of resolving problems and handling challenging situations▪ Of managing behaviour effectively▪ An EXCELLENT attendance record
SPECIAL REQUIREMENTS	<ul style="list-style-type: none">▪ This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A DBS Disclosure will be required prior to appointment

Reflection Room Manager Maternity Cover (temporary fixed term contract) Required ASAP

Grade	3 - £14,469 - £15,355 pa (actual salary)
Working hours	32.5 hours per week Monday to Friday - 8.30am – 3.30pm (half an hour lunch)
Term time	Plus 3 days (Teacher training days)

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary Free school and Sidney Stringer Academy.

We are seeking to appoint a Reflection Room Manager to provide support to the Academy behaviour system by:

- Supporting the young people in reflecting on their behaviour
- Ensuring high quality communication with staff
- Supporting the Pastoral Team with the development of personal excellence for all students.

If you would like further information or to discuss the post in more detail then please contact

Pauline Noble: pnoble.staff@sidneystringeracademy.org.uk

How to apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

For further details, an application form, and to apply, please visit our website:
www.sidneystringeracademy.org.uk – ‘Vacancies page’

Please return completed application forms to – recruitment@sidneystringeracademy.org.uk [No hard copies to be sent in the post].

Closing date: Thursday 9th June 2022 at 12 noon

Interview date : to be confirmed

We look forward to receiving your completed application form.

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.