

Leader of Alternative Education Lift Off, Emsworth



Thank you for your interest in the post of Leader of Alternative Education, Emsworth.

We are seeking to appoint a dynamic and forward thinking teacher to lead Lift Off, Emsworth. The successful candidate will lead a staff team comprised of colleagues from Park Community School and Bishop Luffa School. The role will sit between the schools and be accountable to a management group of senior colleagues from both schools along with governor representation.

The successful candidate will be passionate about Alternative Provision and able to shape the ethos, systems, and curriculum delivered by the centre drawing on the experience of colleagues who have worked in alternative provision in both schools. They will coordinate with the pastoral and SEND teams in both schools to help the centre meet the needs of pupils who have been identified as benefiting from either a short or longer term placements dependent on need.

We are looking for a dynamic colleague who can engage and motivate students who may have previously disengaged from education. They will be able to lead the team in planning and delivering programmes to meet the needs of students at our school who would gain hugely from a personalised curriculum with a range of experiences that are not possible in a mainstream setting. We believe that this curriculum will help these students to enjoy education and having the social and educational opportunities that this brings.



Mr Austen Hindman
Headteacher of
Bishop Luffa School



Mr Christopher Anders
Headteacher of Park
Community School



Mrs Ella Capaldi
Head of School at Park
Community School





Joint School Vision

Our aim is to encourage every student to enjoy life in all its fullness through a belief that everyone can achieve success through attainment, resilience and autonomy.

We are schools of hope, where students are encouraged to find what they love and live life to full.

Our schools commit to:

- Inspire all students to be ambitious about their futures and next steps in life.
- Encourage and develop independence and leadership amongst students and staff
- Support students to find what they love
- Value mutual respect, hard work, good manners and a positive attitude for all.
- Develop Partnerships within, and beyond, the school
- Foster engagement in personal and spiritual development
- Nurture a sense of belonging to a safe school and the wider world



About Us

Lift Off, Emsworth is funded by the John & Hilary Pritchard Trust who are committed to supporting young people and children to unlock their potential, and live life to the fullest. It seeks to make a difference by funding innovative ideas and approaches which enhance the care and support given to those in the greatest need. The Trust has bought and funded the restoration and development of North House comprising Lift Off, Emsworth and looks forward to developing a long and productive partnership with Bishop Luffa and Park Community School



Park Community School is a secondary school serving the community of Leigh Park, Havant. Our work is underpinned by the belief that through education we can transform the life chances of individuals.

Our role, at the heart of the community, is to prepare young people to make good choices and inspire them to pursue their passions. We are proud of our school and the community it serves and instil this in our students.

Our school includes 4 off site facilities (small holding constrictor skills centre, print business and tearooms) which are used to support our philosophy of education in its broadest sense. Our print business also provides the location for our Key Stage 4 school provision: Inspired Learning. It provides full time education for our students who are struggling to access mainstream lessons and need something smaller and more bespoke.

Bishop Luffa School is a busy and thriving mixed comprehensive, with 1600 pupils including 298 Sixth Form students, serving a wide area around Chichester. The school was founded in 1963 to give Christian families a place where their children could be given a high quality education based on Christian values. In 2013 the school became an Academy.

Bishop Luffa's Launchpad was founded in September 2021 as a pilot alternative provision centre serving students struggling with emotional based school avoidance or who had experienced difficulty in engaging with main stream curriculum. To date over 65 students have received education at the centre either full or part time, with many more KS3 students attending for intervention opportunities. Many have gone on to access exams and some being able to reintegrate into mainstream education.

We want three things from our students: that they join-in, that they contribute to the school community and that they take their turn as leaders. Lift Off, Emsworth will aim to give some of our most vulnerable students the confidence to fulfil that goal. We are proud of the way our students have grown in confidence and overcome their own challenges to be part of a growing and dynamic community.

Lift Off, Emsworth will reflect the ethos of both schools, and is embedded in the local communities.



Much More Than Just a School

Always Our Best Because Everyone Matters

Our schools have the full range of academic ability, with many achieving well. However, just like other schools, we also have students who are faced with challenges; bereavement, trauma, struggles with their mental health, gaps in their education or lack of support and nurture. This can sometimes lead to acute disengagement from learning, not valuing themselves or their education. These students can be unable to see a clear path through their situation and are limited by their environment. Although the numbers of students in this category are small in relation to the size of our pupil cohorts they matter.

Our values mean collectively we are focused on giving everyone an equal chance to succeed. Our schools strive to offer exactly that. As a Christian, faith-based and a non faith based school, our joint faculty will have the sole purpose of supporting students who may struggle to achieve engagement leading to qualifications through the mainstream schooling system. We want to enable them to be successful and equipped to access meaningful onward pathways giving them hope and a future.

We serve those in danger of being permanently excluded from schools, students who have joined us from other schools on a managed move for a fresh start, those for whom mental health prevents engagement in main school and those for whom mainstream school is not appropriate. We also look, where possible, to help students reintegrate back into the mainstream education system however where this is not possible we offer full time provision. Our core aim is to provide intervention to students early on in their school career who present with signs of early disengagement to enable them to stay in mainstream education.



Lift Off, Emsworth

The centre will deliver a curriculum based on core subject content alongside real world learning. The local area offers the opportunity to develop exciting and engaging opportunities for our young people.

Aims

Our vision is to create a sense of hope for that child, making them feel valued, giving them a sense of self-worth, so that they engage, become inquisitive and desire to learn. We will do this by creating a meaningful tailored ambitious curriculum with opportunities to learn and achieve in a variety of vocational opportunities built on a core of Math, English and IT foundation. Students will experience Science interwoven into a range of subjects. Depending on ability and the needs of the student we will offer additional opportunities to add challenge and aid further pathways into KS4 and post 16. We will always look to reintegrate students back into mainstream education giving them the tools and support to be successful.



Objectives

Our students will:

- Develop confidence to engage in education
- Develop social skills to enable them to interact with others and society through being disciplined smart and friendly.
- Develop increasing independence, based on mutual respect, hard work and good manners.
- Explore pathways and experiences to help them develop a meaningful plan for KS4 and post 16 education.
- Develop self confidence
- Reintegrate into main school.
- Develop trust in adults.

Resources

We will use a variety of teaching methods, and techniques to engage students, ranging from taught lessons to forest school. We have access to teaching facilities including art rooms, food preparation room, multi purpose areas, games room and an area for real world learning. Alongside this the nearby meadow and water front offer opportunities for outdoor learning to be developed. We are sited in the heart of Emsworth, a beautiful previous fishing village on the edge of a large natural harbour, in-between two national parks. This fantastic setting provides a calm and peaceful place in which students can re engage with education.

Job Description

Leader of Lift Off, Emsworth

Following the School mottos of Much More Than Just a School and Always our best because everyone Matters, we work together to provide the highest quality education for all our students.

Role

The successful candidate will lead a staff team composed of colleagues from Park Community School and Bishop Luffa School. This role will be accountable to a management group of senior colleagues from both schools along with governor representation.

The successful candidate will be able to shape the ethos, systems, and an innovative curriculum delivered by the centre drawing on the experience of colleagues who have worked in alternative provision in both schools. They will coordinate with the pastoral and SEND teams in both schools to help the centre meet the needs of pupils who have been identified as benefiting from either a short or longer term placements dependent on need.

The role is KS3 focussed, however there will be opportunities to work with KS4 students as needed.

Responsible to:

- Management board formed of senior leaders from both schools.

Subjects:

Ability to deliver the following to KS3 students (adapting to KS2 as required):

- Maths
- English
- Science
- PSHE
- Be prepared to deliver History and Geography.
- Be prepared to deliver outdoor education.

Strategic

Teach students by planning your teaching to achieve progression of learning through:

- understanding and applying effective classroom management
- understanding and applying a range of effective teaching strategies
- positively targeting and supporting individual learning needs
- maintaining high levels of behaviour and discipline
- effectively using homework and other extra curricular learning opportunities
- demonstrating appropriate consistent progress
 - » for all students
 - » across all teaching areas
 - » across all spectrums of background, ability and behaviour
 - » that compares favourably with students in similar settings
 - » effectively, managing other adults in the classroom
- liase with home schools regarding curriculum, teaching and assessments through:
 - » development of curriculum in line with Bishops Luffa and Park's core curriculum
 - » coordination of Park and Bishop Luffa teachers at Lift Off, Emsworth
 - » liason with subject teachers in main schools to ensure transitions are smooth

Investment in the care and pastoral support of students

Operational

Monitoring, Assessment, Recording, Reporting

- use performance data to evaluate students' progress and set appropriate targets for improvement
- liaise with school staff to ensure successful reintegration to the main school

Other Professional Requirements:

- have a working knowledge of teachers' professional duties and legal liabilities
- operate at all times within the stated policies and practices of the school
- know subject(s) or specialism(s) to enable effective teaching
- take account of wider curriculum developments
- incorporate national strategies in all teaching
- communicate learning objectives
- undertake professional development to enhance teaching and students' learning, and
 - » apply outcomes and identify impact
 - » share outcomes with colleagues
 - » take responsibility for professional learning (for example, using the "Transforming Learning" tool)

How will the role develop?

We are looking for ideas and creativity that help to make our provision an example of excellence. We recognise that a significant element of this role will be working with main school teams in both schools to make the interface between the centers as effective as possible so that students have the maximum chance to succeed on whatever programme has been put in place for them.

What career opportunities are there for the post-holder?

The successful candidate will be supported to gain training in the recognised Therapeutic Approach promoted by WSCC. We would also want to post holder to undertake training in supporting students who have experienced trauma. The post holder will be asked to undertake DSL training and lead the safeguarding team for Lift Off, Emsworth.

This exciting role will pioneer a project in the local area where two schools collaborate together to deliver a much needed provision for vulnerable children. The successful candidate will create a template which other schools could follow showing how a centre can combine the ethos, systems, curriculums to create best practice.

For teachers on the Upper Pay Spine

Experienced teachers who have met and continue to meet the performance threshold/ senior teacher standards demonstrate a high degree of sustained competence in their own subject areas and, through their general experience and expertise, make significant contribution to the ethos and success of the workplace. Teachers on the Upper Pay Spine are expected to contribute more fully to the development of our priorities than those on the Main Scale.

They should:

- demonstrate that they have high expectations of, and establish respectful, trusting and constructive relationships with all the learners they teach.
- actively contribute to the development of the policies and practices of their workplace and share in the collective responsibility for their implementation.
 - » draw actively on their own professional experience and expertise, and that of their colleagues and other professionals, to make informed choices about strategies designed to raise the level of learners' attainment and secure their well-being
 - » communicate effectively with all children, young people, parents and carers.
- have an accurate understanding of their strengths and areas for professional development, within the teaching of their own subjects which are not their specialism.
- take effective actions to improve their performance through CPD.
- take the initiative in identifying and using opportunities to work with and manage colleagues in order to share and implement effective practice in the classroom, and in the wider school context.
- improve their practice through a discriminating approach to innovation, identifying those practices most likely to raise the level



How To Fulfil The Role

In order to fulfil this role effectively, the teacher will want to develop the following qualities and characteristics, and a CPD programme is an important element of performance management.

Professionalism

- Challenge & support: a commitment to do everything possible for each student and enable all students to be successful
- Confidence: the belief in one's own ability to be effective and to take on challenges
- Creating trust: being consistent and fair; keeping one's word
- Respect for others: the underlying belief that individuals matter and deserve respect

Thinking

- Analytical thinking: the ability to think logically, break down problems, recognising cause & effect
- Conceptual thinking: the ability to see patterns and links even when there is a lot of detail

Leading

- Flexibility: the ability and willingness to adapt to the needs of a situation and change tactics
- Managing students: the drive and the ability to provide clear direction to students, and to enthuse and motivate them
- Passion for learning: the drive and ability to support students in their learning, and to help them become confident and independent learners

Planning and setting expectations

- Drive for improvement: relentless energy for meeting challenging targets, for students and the subject
- Information seeking: a drive to find out more and get to the heart of things
- Initiative: the drive to act now to anticipate and pre-empt events, thinking and acting ahead

Relating to others

- Impact and influence: the ability to produce positive outcomes by influencing others
- Team working: the ability to work with others to achieve shared goals, sharing and gathering information
- Understanding others: the drive and ability to understand others, and why they behave as they do

From Hay McBer – professional characteristics of effective teachers

Developing people

- Act as role model to demonstrate leadership in line with our ethos and values
- Encourage staff to work together and share expertise within the team
- Offer information, advice and guidance to help staff plan their professional development
- Use coaching skills to help staff achieve their potential

Reflecting

- Reflect on personal and professional development
- Use feedback from all levels of the school to help improve the way you lead, manage and develop staff
- Be aware of your own skills of self-management as regards time, prioritising workload and achieving a work/life balance

Inspiring

- Be able to inspire staff and students with the highest standards and expectations
- Be able to take the initiative and lead from the front
- Support and endorse our school values and ethos

From Indicator 5 of the Investors in People Standard

Context

Lift Off, Emsworth will operate as a department of Park Community School and a faculty of Bishop Luffa School. Students attending the centre will be on roll at both schools. This will allow students to be taught by staff from both sites. The centre will be included in any Ofsted inspection that occurs in either school.

Park Community school is a maintained school and part of Hampshire Local Authority. Bishop Luffa school is part of the Academy: Bishop Luffa Learning Partnership.

Contract details

The successful candidate will be employed by one of the schools with the associated full terms and conditions, and training.

Location:

Lift Off, Emsworth, High Street Emsworth
Park Community School, Middle Park Way, Havant PO9 4BU
Bishop Luffa School, Westgate, Chichester, PO19 3HP

If you would like to discuss the post further please contact:

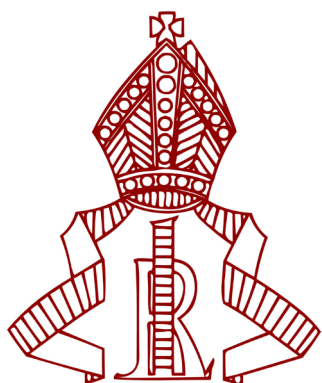
E Capaldi (Head of School Park Community)

E.Capaldi@pcs.hants.sch.uk

S Williams (Deputy Head Pastoral)

Williamss@bishopluffa.org.uk





Bishop Luffa School



Park Community School

