



ASHLYNS SCHOOL



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Reception

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Student Support Worker Information for Candidates



Welcome from the Headteacher

Ashlyns is a popular and oversubscribed school with in excess of 1500 students including a growing and successful Sixth Form.

The school was rated 'Good' by Ofsted in October 2023, with an 'Outstanding' Sixth Form.

It's our aim that work and study should be joyful; the staff and students at Ashlyns help to create the atmosphere for this to happen. There is a palpable sense of community, professionalism and a culture of high expectations, all of which are underpinned by ethical leadership.

We are a thriving school with a rich heritage. Originally established for the most vulnerable in society, our focus on helping all students to be the very best versions of themselves is central to all we do.

I hope the information here and on our website will give you an insight into our school – the high aspirations, excellent support and opportunities for our students and staff, the scope of the role and the kind of person we are looking for.

If you want to provide outstanding learning opportunities and exceptional pastoral care for students within a forward-thinking, hard-working school community, we would like to hear from you.

We welcome visits from prospective candidates prior to application. We look forward to hearing from you and welcoming you to our school.

James Shapland, Headteacher

Independence

Inclusivity

Integrity



Character Education at Ashlyns School

We have a commitment to character education and we put our values of Integrity, Inclusivity and Independence at the heart of all we do.

Integrity: we act with respect, honesty, courage and justice

Inclusivity: we play our part in the social contract with kindness, service, empathy and gratitude

Independence: we strive to meet our potential with resilience, determination, self reflection and self discipline

All members of the Ashlyns' community are expected to demonstrate these values and play their part in fostering a positive and enriching environment for everyone. We look forward to welcoming staff members who will exemplify these values in their and serve as genuine role models for our students.



Working at Ashlyns School

Ashlyns School is located in the market town of Berkhamsted in south west Hertfordshire. The town is surrounded by Chiltern countryside and within easy reach of London and commutable from many nearby towns including Aylesbury, Hemel Hempstead, Luton, St Albans and Watford.

Our school is a well resourced, exciting environment. Our systems provide flexible working and a truly collaborative culture. As well as joining an experienced and close-knit team, there are other benefits that come with working at Ashlyns:

Health

- Free use of on-site gym with weekly staff fitness sessions
- Wellbeing (free access to mental health support, physiotherapy etc.)
- Free annual flu jab
- Dedicated and active Staff Wellbeing/Social Team (with leadership focus on teacher workload)

- Excellent staff facilities (ample on-site parking, large staff room, departmental offices)
- Staff Occasional Day (school usually schedules this annually)

Wealth

- London fringe allowance payscale
- Paid lunch duty available plus lunch allowance
- Herts Reward Scheme (savings at supermarkets, on leisure activities etc.)
- Cycle to work scheme

Family

- Children of Staff Admission Rule

Support

- A talented team of support staff who provide expert, whole school support (including Administrators, TAs, Premises Staff, Mentors and Technicians)



Personal and Professional Standards

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

- To support the school's aims, ethos and values
- To set a good example in terms of professional dress and appearance, punctuality and attendance
- Take responsibility for personal development making full use of the school's professional development opportunities and training
- To attend team and staff meetings as appropriate, contributing actively whenever possible
- To provide courteous, prompt and polite service to all members of the school's community including parents, students, all staff and visitors
- To actively contribute to the school's mission statement by forming positive relationships within the school community and working collaboratively and in good humour with other colleagues as appropriate or when directed
- Be aware and comply with all relevant policies and procedures within the school, particularly those relating to child protection, equality, health and safety, staff code of conduct and confidentiality. It is the duty of all colleagues to report breaches of school policies or procedures to the Headteacher.

Job Description

Student Support Worker

Grade: H6 plus Fringe Allowance
Reporting to: Assistant Headteacher
Date: Easter 2024
Time/Hours: 19.5 hours per week; term time

Purpose of Role:

- To support pupils experiencing or at risk of social, emotional, behavioural and mental health difficulties in school
- To work with identified individuals and small groups to overcome barriers to wellbeing and learning
- To offer strategies, support and advice, as appropriate, to staff, parents and other professionals

Duties Specific to the Post Holder:

- 1:1 and small group work with students with social, emotional, behavioural or mental health problems using Protective Behaviours (PB) and techniques such as Cognitive Behavioural Therapy (CBT) approaches, coaching and counselling skills
- Assessment of referred students and planning of personalised intervention including positive pro-social behaviour strategies
- Collecting pre and post intervention data to evaluate impact of support
- Working collaboratively with relevant staff to support students on caseload
- Planning and delivery of rolling programmes of exam preparation and PB group work
- Supporting HoYs with parent meetings of caseload students and attendance at TAF meetings
- Hold a caseload and support young people in the context of Ashlyns School, working with individuals, groups, parents and other professionals
- Devise, develop and deliver programmes of support for identified children
- Build positive relationships with vulnerable children
- Contribute to the work of the school in:
 - developing a range of appropriate strategies in relation to the individual/young people at risk
 - developing in young people positive attitudes towards themselves, others and their learning
 - keeping formative and summative records of work carried out
 - building capacity for therapeutic support services
- Evaluation of support and collation of evidence demonstrating impact

Job Description

Student Support Worker

The duties outlined in this role description are in accordance with the Schemes of Conditions of Service as determined by The National Joint Council for Local Government Employees. This role description may be modified by the Headteacher to reflect or anticipate changes which are commensurate with the salary and role title and improvement and expansion plans of the school. This role description will typically be reviewed every 3 years or sooner if required.

Person Specification

Student Support Worker

Qualifications	Essential	Desirable
1. A good standard of general education, including a C grade at GCSE (or equivalent) in English and Maths	X	
2. A Level qualifications		X
3. Intermediate ICT training in Microsoft/Google suite programmes		X
Experience		
1. Experience of a mentoring role in an education context		X
2. Experience of running effective administrative and clerical systems		X X
3. Experience of using School Information Management System (SIMS) or similar		X
4. Working with children, young people, parents and families preferably within an education context		X X
5. Working as a part of a team, as well as on your own initiative		X
6. Experience of managing a team		
7. Trained in and experience of delivering Protective Behaviours (PB) programme (NB this training can be facilitated by the school if necessary)		
Knowledge		
1. Knowledge of school systems and procedures		X
2. Demonstrate an understanding of issues linked to confidentiality and demonstrate high moral standards	X	
Skills		
1. Ability to communicate effectively both orally and in writing	X	
2. Ability to prioritise and meet tight deadlines	X	
3. Excellent attention to detail	X	
4. Excellent telephone manner	X	
5. Ability to use IT systems effectively to produce reports and record information	X X	
6. Demonstrate an ability to cope with stressful/conflict situations	X	
7. Demonstrate enthusiasm, tact, diplomacy, warmth, empathy, forward thinking and good organisation	X	
8. The flexibility to adapt to changing workload demands and new school challenges	X	
9. Personal commitment to continuous self-development		

Person Specification

Student Support Worker

Personal Qualities			
1.	Good role model	X	
2.	Strong interpersonal skills	X	
3.	Energetic, creative and enthusiastic	X	
4.	Co-operative, flexible and responsible	X	
5.	Able to prioritise and work under own initiative	X	
6.	Reliable, well organised and committed to high standards	X	
7.	Accurate with a good eye for detail	X	
8.	Able to maintain confidentiality	X	

Application and Next Steps

Please complete the online application form via the 'apply for this job' button on [Teach in Herts](#) (you will be required to set up a profile and also submit a covering letter).

We do not accept CVs. Prospective candidates are encouraged to submit their applications as early as possible as the school reserves the right to make an appointment before the closing date.

If you have any queries about the application process, or if you would like to arrange a visit to look around the school, please do not hesitate to contact Clare Richardson, HR Officer: hr@ashlyns.herts.sch.uk.

If you are shortlisted, your references will be taken up before the interview day. We will carry out an online search as part of our due diligence on shortlisted candidates. This post is exempt from the Rehabilitation of Offenders Act 1974; shortlisted candidates will be asked to complete a Criminal Records Self-Declaration Form.

Ashlyns School is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful candidates will be subject to an Enhanced Criminal Records Disclosure from the Disclosure and Barring Service, along with other relevant employment checks, including overseas criminal background checks, where applicable. All new employees and volunteers will be required to undertake safeguarding training on induction which will be updated regularly in line with statutory guidance.

Please view our [Safer Recruitment Policy](#), [Child Protection Policy](#) and [Staff Code of Conduct](#).

As an equal opportunities employer, Ashlyns School is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Ashlyns School. We operate an anonymised shortlisting process.



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