



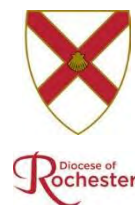
Saint George's
Church of England School

WORKING AT SAINT GEORGE'S C OF E SCHOOL

Join our Team



**For Appointment of:
Resilience Hub Assistant**



Saint George's Church of England All Through School



CEO's Welcome Stephen Carey

Thank you for your interest in the role at Saint George's C of E All Through School. I hope that the information within gives you an insight into our school, Aletheia Academies Trust and the unique opportunity this position offers.

Aletheia Academies Trust's vision is rooted in a determination to **improve the life chances of local children**. Aletheia has grown with devotion to a principle of geographical proximity; knowing, caring for, and understanding the areas we operate in are important to us. Since our inception, the Trust has adopted an operational model based upon the notion of a family of schools; understanding that like any family member, each school, and each community that it serves, is unique. Schools are encouraged to celebrate and explore this dimension. The role of the Trust is to act in a parental capacity; to ensure that each school is well-supported and individual strengths are shared to improve the outcomes of all; to provide wider experiences to Trust pupils beyond the capabilities of any individual school; to develop and share staff expertise; to provide expert leadership and governance.

Saint George's was one of the founding schools within Aletheia Academies Trust and continues to play a significant part in the development of the organisation. As the only current open provision with a secondary phase, the school has a pivotal role in the co-construction of an all-age learning journey for pupils. The school has excellent staff retention rates and is deservedly proud of the palpable sense of community that stakeholders and visitors encounter and regularly comment upon. The school provides an exemplary model of the highly ethical and inclusive Trust vision and values.

It is these values and principles that make me feel so proud and privileged to serve as the CEO of the Aletheia Academies Trust.

I look forward to receiving your application.



All Different • All Equal • All Flourishing

We consider our school to be highly inclusive, welcoming students of all backgrounds and beliefs, unified by our commitment to their well-being and sense of achievement.

Saint George's has developed a reputation as a high achieving school providing excellent outcomes for all students academically and in terms of their personal growth. We have exceptionally high expectations of how our students behave, speak, and present themselves. This is underpinned by our Christian values, our worship and school ethos. Everyone who wishes to learn is welcome.

Our motto **'All Different, All Equal, All Flourishing'** emphasises our Christian belief that the God-given talents of all students should be encouraged and developed, recognising, and valuing their unique worth.

We have had a long-held belief in the potential of an all-through school to further enhance the educational provision on our site. We are delighted that this vision has now become a reality for Saint George's. A shared philosophy ensures that there is greater consistency around expectations, ethos and pedagogy which eliminates any unsettling transition between the primary and secondary phases. We facilitate teachers working together in the primary and secondary phases which raises aspirations still further and ensures that children are not able to fall through the gaps. Our primary pupils benefit from having specialist subject staff available and economies of scale allow greater spending on teaching and learning and the sharing of specialist and enhanced facilities for all pupils.

At Saint George's, we strive for all students to have learnt new skills, to have developed their talents and with this, a love of learning; making them confident, articulate, sensitive and caring citizens for the future.



Visitors most often comment upon the profound sense of community within the school.



School Structure



CEO

S Carey



Head of Secondary Phase

M Lillie



**Deputy Headteacher
- Primary Phase**

H Palmer

Deputy Headteacher

M Baker

Deputy Headteacher

J Scott-Halsey



Assistant Headteacher

E Hartley

Assistant Headteacher

L Carey

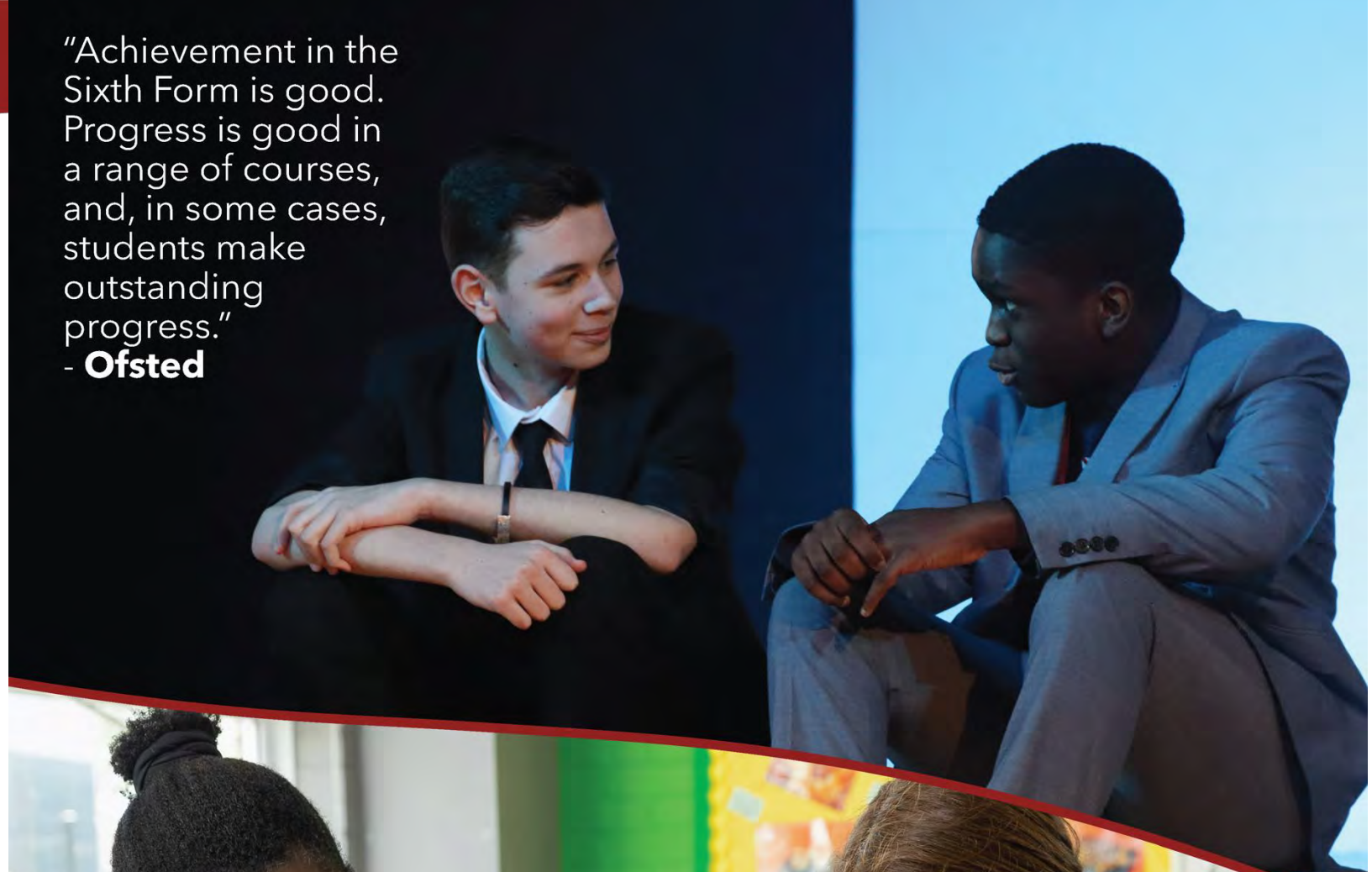
Assistant Headteacher

S Lane



Head of Sixth Form

M Pye



"Achievement in the Sixth Form is good. Progress is good in a range of courses, and, in some cases, students make outstanding progress."
- **Ofsted**



"The development of students' literacy and numeracy skills is strong across the curriculum." - **Ofsted**

Job Description

Job Title	Resilience Hub Assistant
Location	Gravesend, Kent
Duration	Full time/Part time
Work Hours	35 Hours, Term time
Reporting to	SEND Assistant
Salary	KR5 £18,547.40 (£22,595 FTE)
Pension	LGPS



Key Responsibilities



Shaping the future

- ♥ Be familiar with prior data and needs of identified students in relation to attendance and behaviour ensuring accurate records of progress
- ♥ Liaise and explore appropriate external agencies to improve behaviour, resilience and wellbeing of students
- ♥ Work alongside Learning Mentor, SEND team and Pastoral team to ensure an inclusive environment with high expectations of behaviour and conduct
- ♥ Communicate with Community Leaders, parents/carers and relevant teaching staff on support, rewards/sanctions, progress and reintegration
- ♥ Manage timetables for internal and external interventions

About the role

To support the SEND team in ensuring the effectiveness of the Resilience Hub, providing restorative approaches, address disengagement and reduce the risk of exclusion. Liaising with external agencies to provide support, guidance, and information to parent/carers. To support the wellbeing and inclusive ethos of the school.

Main Responsibilities

- ♥ Provide administrative support for the Resilience Hub
- ♥ Work with the students in the hub and support their learning
- ♥ Provide individualised support for the pupils in the hub
- ♥ Coordinate and administer the referral and evaluation process for the hub
- ♥ Liaise with outside agencies to arrange meetings and manage the intervention diary
- ♥ Communicate with the SEND team daily with updates and any issues or concerns
- ♥ Promote high expectations and standards of behaviour within the hub and reinforce the ethos and values of the school
- ♥ Maintain communication with relevant teaching staff for referral and reintegration of students with access to the hub
- ♥ Ensure the health & safety and welfare of students within the hub
- ♥ Complete reports and analysis to evidence the impact of the Resilience Hub
- ♥ Maintain the learning and therapeutic environments to ensure that they are empathic to the needs of our students





Teaching and learning

- Effective and robust communication with teachers regarding specific students that would benefit from further support
- Liaise with teaching staff to ensure minimal disruption to progress
- Coordinate and undertake reviews for the student impact in the wider setting
- Support positive Behaviour for Learning within the classroom and whole school environment

Managing policy and planning

- Coordinate and undertake general administration, including arrangements for identification, assessment and provision for all Resilience Hub pupils
- Maintain records, information systems and shared resources for the day to day running and effectiveness of the Resilience Hub
- To be aware of safeguarding and promoting the welfare of children in accordance with Saint George's Safeguarding policies and Keeping Children Safe in Education legislation
- Comply with all policies and procedures relating to child protection, health and safety, confidentiality and GDPR, accessing My Concern and reporting to the DSL
- Ensure all safeguarding checks and requirements are completed prior to any external agencies working within the Resilience Hub



Required to start: As soon as possible

An exciting opportunity has arisen for a candidate of exceptional ability to join the Pastoral Department of St George's C of E School.

We are a friendly, dynamic and innovative Trust and pride ourselves on our commitment to ensuring student progress through high quality teaching and learning provision for all. The successful applicant will share these values and play an active part in delivering on this commitment.

We would love to hear from you if you:

- Want to work in a supportive and caring environment
- Are committed to enabling every student to achieve the very best they can
- Are an ambitious professional



"Saint George's provides me opportunities to collaborate with others and provide the best education to my students." - **Teacher**



E D

Qualifications and Experience

GCSE or equivalent level, including at least a Grade C in English and maths
 Experience working directly with pupils and parents
 Experience working collaboratively with colleagues
 Experience working in a school environment

X	
	X
	X
	X

Skills and Knowledge

Strong interpersonal communications
 Professional attitude to colleagues, students, parents and the working environment
 Flexible and willing to help with various activities
 Able to work without close supervision and enjoy working on own initiative
 Able to work effectively with other colleagues
 Good listening skills

X
X
X
X
X
X

Personal Qualities

Work as part of a team, sharing working knowledge and skills.
 Work flexibility, able to rearrange work plans in relating to changing priorities.
 Interact sensitively with other workers, children and parents.
 Listen to understand the needs of all children.
 You will need to be patient, firm but fair and have a calm approach. Good communication skills at all levels in order to build relationships with children, parents and members of school staff.
 To show an interest in the ethos, mission and values of the Trust and demonstrate this in all work activities.

All Essential Criteria

E = Essential D = Desirable

If you are interested in this position and would like to have a more detailed conversation or arrange a visit to the school before making the decision to apply for the post, please contact:

Closing Date:
11th June 2023

HR@aletheia.org.uk
01474 533 082.

To apply for this role, please complete our [Online Application Form.](#)



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex-offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy.](#)



PROUD TO BE
Aletheia
Academies Trust

Contact Us

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