Olive Academies

Associate Tutor – Outreach

OA-Thurrock

- £23,420 - £24,977 including Fringe Weighting
- Permanent, part-time (30 hours per week)
- Local Government Pension Scheme
- OA benefits package

Apply now

To arrange an informal discussion or to visit the academy, please phone 01708 853781.

Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups.

About OA-Thurrock

Based in the heart of Thurrock, our academy specialises in alternative provision and supporting the social and emotional educational needs of young people. OA-Thurrock (OA-Th) supports up to 85 pupils on roll for whom traditional teaching methods have not worked. Students, ranging in age from 11 to 16, join us following permanent exclusion from a mainstream school or due to having medical needs that prevent them from attending a mainstream setting.

Our academy is a nurturing, inclusive community where students are able to grow and develop. We strive to ensure success for all our learners academically, socially and morally. We build a curriculum around the needs of our students and are proud that our Year 11 students leave with qualifications on par with their mainstream peers and transition into education, training or employment.

Having a working beauty salon, kitchen and hospitality area, construction area, science laboratory and fitness suite onsite allows for a hands-on approach to the curriculum and the development of transferable skills for the future.

Alongside our ever-growing curriculum, we offer our students additional qualifications in non-traditional subjects such as sailing, climbing, extreme mountain biking, bushcraft and first aid.

All students receive therapeutic support and this can range from a set or personalised programme, counselling, speech and language intervention or small group activities around self-worth and wellbeing.

We pride ourselves on encouraging positive mental health and wellbeing and are pleased to have received a National Wellbeing Award, which acknowledges the support we provide for staff, students and families.

Working in alternative provision can be challenging, but joining the Olive family is one of the most rewarding and positive career developments you will make. If you have the experience and enthusiasm to support us on our journey, I would love to hear from you.

Thank you for your interest.

Simon Bell
Executive Headteacher







"I have never worked anywhere like Olive. **Staff work as a collective** and there is **so much support and enthusiasm** to make THE difference. I see colleagues caring so much and they have a relentless drive to support students."

"The education we provide is **so much more than a subject.** For some of our young people we are the only constant trustworthy adult in their life."

"Knowing that **we can make a difference** to the pupils when they have been failed in other settings is **hugely motivating**. The look of pride of a 14 year old's face when he realises he can read is amazing and then hearing from others how this really has opened up a curriculum for him is **something I had never experienced before**."

"Everyone's **ideas and experience is genuinely valued**, no matter your role."

"I like having to **think outside of the box** and **adapt my ways of working**, whether that's teaching phonics whilst playing with small world or practising times tables when playing football! I enjoy every day at Olive."

Job description

We are looking for an experienced Associate Tutor to support with the outreach programme who will:

- work closely with the assistant headteacher to play an important part in supporting development, organisation and delivery of our outreach programme
- work with local mainstream schools, sharing expertise and mentoring staff to support students at risk of permanent exclusion
- assist the assistant headteacher and outreach coordinator to coordinate the academy's outreach programme, including referrals, planning and delivery, together with reporting and reviewing programme commissions and delivered
- attend meetings with local headteachers and LA managers, communicating the outreach offer, including the types of pupils suited to our programme and the processes for making a referral
- liaise with inclusion senior leaders to identify needs and criteria for referral and make decisions about which pupils to offer outreach places
- undertake initial assessment, learning agreements and IAEPs for all pupils accepted onto the programme, including liaising with pupils' families and nominated staff at the home school
- organise, plan and run effective outreach programmes with outreach colleagues, aligned with the trust's model and commissioners' requirements
- coordinate aftercare opportunities for the students
- assist in meetings and collaborations with pastoral teams, the Senior Leadership Team (SLT) and parents/carers to plan and review outreach support
- ensure up-to-date records are maintained throughout each programme, including before and after assessments, information from the home school, progress reports as the programme proceeds, and outreach impact measures and ensure these are shared with schools
- develop outreach data reporting to ensure constant student progress
- ensure OA safeguarding and health and safety policies and procedures are always followed, as well as any additional procedures and requirements of outdoor centres and other settings used during the programme
- participate in discussions to further develop the OA outreach model and offer across the trust and its academies
- under the guidance of the SLT, coach a group of students, mentoring them through their time at the academy
- set expectations and maintain a positive and safe learning environment
- act on child protection concerns immediately; read, understand, and implement OA's safeguarding policy and procedures, and Keeping Children Safe in Education

Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the head of academy to carry out appropriate duties within the context of the job, skills and grade.

Person specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

Qualifications and training

Level 2 Mathematics and English or equivalent	A	Essential
A levels or equivalent	A	Desirable
Evidence of CPD which enhances classroom practice	A	Desirable

Experience

Evidence of working in a school or college setting supporting the learning of young people	A	Essential
Effective and systematic behaviour management, with clear boundaries, sanctions, praise, and rewards	A, I	Essential
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs	A, I	Essential
Experience of working collaboratively with others	A, I	Essential
Experience of SEMH pastoral / student support	A, I	Desirable

Knowledge

An understanding of disadvantage and working in challenging environments	A, T, I	Essential
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD	A, T, I	Desirable
Up-to-date knowledge of specialised curriculum for children with SEMH	A, T, I	Desirable

Skills and abilities

Strong analytical, strategic, interpersonal and thinking skills	A, T, I	Essential
Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups (pupils, parents and carers, colleagues, external agencies, wider community etc.)	A, T, I, R	Essential
Ability to reflect and self-evaluate	A, I, R	Essential
Ability to support students with literacy and numeracy	A, T, I	Desirable

Personal aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Commitment to an open, collaborative style of management	I	Essential
Concern for the development of colleagues and members of the wider school community	I	Essential
Commitment to your personal and professional development and that of all staff	A, I	Essential
Convinced of the transformative nature of excellent education	A,T, I	Essential
Empathy with the needs of children	A,T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
A personal commitment to promoting inclusion, diversity, and access	A, I	Essential
Commitment to the vision, values, aims and objectives of Olive Academies	A, I	Essential

Transform young lives with Olive Academies Trust

Thank you for your interest in working with Olive Academies.
We look forward to receiving your application.

Find out more and apply.

oliveacademies.co.uk