

Bedford High School

A Specialist Business and Enterprise College



To Care - To Learn - To Achieve

Interventions Officer

Temporary to cover maternity leave

Vacancy Information booklet



Interventions Officer (temporary to cover maternity leave) at Bedford High School

Bedford High School is looking to appoint an enthusiastic, committed and professional Interventions Officer. In this role, you will be an integral part of the Literacy Team and will be required to plan, coordinate and deliver a wide range of interventions to support a variety of students including those with special educational needs (SEND).

As Interventions Officer, you will work closely with the SEND Team and the SLT Link for Literacy to plan and deliver high-quality interventions. Bedford High School has a dedicated SEND department named The Base. The department consists of our Sendco, Deputy Sendco, Lead Sen Teaching Assistant, and 7 Teaching Assistants. As a dedicated team, we work hard to ensure that all our students with SEND are given equal opportunities to access the school curriculum.

Our school has designed a bespoke reading intervention programme and as part of your role, you will lead on the coordination and timetabling of this programme. We want to ensure that no child leaves Bedford without the critical reading skills they need to navigate the wider world. Any student who is struggling with literacy is given targeted support through our five-tiered approach to intervention. For our students to become confident and competent readers they need to master the skills of phonemic awareness and word recognition, they need to develop fluency and comprehension and, more importantly, they need to have the confidence and motivation to want to read. Our intervention programme develops all of these skills to ensure that every child has the opportunity to become a successful reader. As the Intervention Officer, you will oversee this programme under the direction of the SLT Link for Literacy.

Dear Colleague

Thank you for your interest in working at Bedford High School.

At Bedford High School we are dedicated to offering our students a high-quality education in a well ordered and purposeful school environment. Our values are: To Care, To Learn, To Achieve. We seek to develop happy and successful citizens who will make a valuable contribution to their community. We were judged to be a 'Good' school in October 2023. We are proud of what we have achieved but we are far from complacent and we are acutely aware that there is more to do to achieve our ambition to become an 'outstanding school'. To support our aim, we have extremely challenging data targets, underpinned by strong development planning and rigorous accountability. In return we offer you a committed staff and student body enjoying excellent relationships as well as dedicated, professional, hard-working Governors; you will be well supported.

If you feel you have the necessary skills and qualities to undertake this role, we will be delighted to receive your application. Please complete the application form (we do not accept CV's) which is available on our website at www.bedfordhighschool.co.uk. Please return completed application forms to recruitment@bedford.wigan.sch.uk or by post to Mrs Claire Taylor, HR Facilities & Communications Manager at the school address.

I very much look forward to receiving your application.

Yours faithfully

A handwritten signature in dark ink, appearing to read 'P. McCaffery', written in a cursive style.

Mr P McCaffery
Headteacher

Our School

Bedford High School was established in 1976 when it was formed by merging Leigh Boys' Grammar School and Manchester Road Secondary Modern School, which were located next to each other. The former grammar school buildings now form the U Block and the secondary modern buildings form the L Block.

Our School Values

To Care, To Learn, To Achieve.

Our School Vision

We relentlessly strive to help our students to discover, develop and demonstrate their potential. This is our core purpose. Our aim is for every 16-year-old student to leave us as a rounded individual, who feels excited about the opportunities the world has to offer and is equipped with the qualities, virtues, skills and knowledge to be happy and excel in life.

At Bedford High School we put staff first by developing, nurturing and retaining a high-quality workforce, where there is a high-quality teacher in every classroom delivering high quality lessons every hour, every day. There are many opportunities for staff across all departments to make an invaluable contribution to the success of the school, getting involved in different aspects of school life.

Staff Wellbeing

Our fabulous surroundings provide an excellent working environment, which in turn can have a positive impact on our employees' well-being. However, this isn't the only benefit to working with us.

- Membership to Greater Manchester Pension Fund or Teachers' Pension fund
- Employee Assistant Programme confidential advice and support service available by telephone, website and App supporting you and immediate family members 24/7 with legal information for issues that can cause anxiety and distress including debt management, consumer, property or neighbour disputes, bereavement support, medical information, online CBT and counselling sessions along with a Wellbeing portal which offers a virtual library of wellbeing information
- Committed Wellbeing Team with 9 fully trained Mental Wellbeing First Aiders
- Cycle to work scheme
- Family friendly policies
- Staff rewards
- Dedicated off site wellbeing hour for all staff
- Gym facilities
- Continued professional development

All the wellbeing initiatives make for a good work life balance and make you feel appreciated in the work place

Feedback from our staff wellbeing survey tell us that our staff...

There are many, many things that this school does better than many others that I have worked in.

I'm very happy here and feel respected and looked after.

Bedford is a great place to work.

Since arriving at Bedford I have found the staff to be friendly, welcoming, supportive and are a credit to the school.

Job Description

| | | | |
|-------------------------------|---|--------------|--|
| Role Title: | Interventions Officer (temporary to cover maternity leave) | | |
| Job purpose: | <p>To work with the Literacy and SEND Team to coordinate and create intervention timetables</p> <p>To be responsible for supervision of other teaching support staff delivering interventions</p> <p>Deliver a range of literacy and numeracy interventions in KS3 and KS4 for individual students, groups or whole classes.</p> <p>To organise, plan and record diagnostic reading testing</p> <p>To liaise, plan and refine all interventions with Librarian, Literacy Coordinator and SLT Literacy Lead</p> <p>To quality assure the fidelity of delivery of all interventions</p> <p>Use appropriate recording systems and databases to record, monitor and report on student progression</p> <p>To provide support for students and where appropriate for students with SEND providing particular help for those students with learning difficulties and/or behavioural, social or physical disabilities, as required.</p> | | |
| Reporting to: | Headteacher, SLT Lead for Literacy | | |
| Responsible for staff: | Supervision of other Teaching Assistants | | |
| Liaising with: | Headteacher, teachers, other teaching assistants, parents/carers, LA, Librarian, SENCO, Literacy Coordinator, SLT Lead for Literacy | | |
| Grade of post/salary: | G5 pro rata actual salary £20,654 to £22,855 pa | Gauge | |
| Hours: | 37 hours per week, term time only, core hours 8am – 4pm | | |
| Contract: | Temporary covering maternity leave | | |
| Disclosure level: | <p>All offers of employment are conditional subject to an enhanced disclosure with child barred list, appropriate overseas checks, medical clearance, relevant qualification certificates and references satisfactory to the school. In line with recommendations from Keeping Children Safe in Education Guidance we will carry out an online search as part of our due diligence for all shortlisted candidates, you will be required to complete a self-declaration of any criminal records or information that would make you unsuitable to work with children. At Bedford High School safeguarding is everyone's responsibility. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment and to adhere to the school's safeguarding policies and procedures.</p> <p>This post involves working with children, young people or vulnerable adults and is therefore exempt from the Rehabilitation of Offenders Act.</p> | | |
| Base | Bedford High School | | |
| Date: | March 2024 | | |

Job Outline

- To plan, coordinate and deliver a range of interventions for students in KS3 and KS4
- To assist and support the Literacy and SEND under an agreed system of supervision.
- To monitor, assess, record and report on students' achievement, progress and development.
- To provide specialist support to students with barriers to learning on a one to one basis, in a small group or in or out of the classroom

- To assist with the development and implementation of IEP's for students.
- To provide objective and accurate feedback and reports as required on pupil's achievement.
- To collate and record feedback on student progress from intervention team and provide detailed reports on student progress
- To assist with the production of intervention resources
- To deliver local and national learning strategies as under the direction of the Literacy SLT Lead
- To assist in the training of staff (whole school and in small groups)
- To contribute to the development of relevant policies and procedures.
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Other Specific Duties

- To carry out the duties in the most effective, efficient and economic manner available
- To continue personal development in the relevant area
- To participate in the staff review and development appraisal process
- To have due regard and comply with all school policies
- To supervise students as required
- To undertake training as required
- To participate in personal and team reviews/meetings
- To participate in annual appraisal and implement agreed targets
- Develop good working relations with other colleagues and students
- To contribute to the overall ethos/work/aims of the school
- To work flexibly in the interest of the school and to undertake such additional duties as are reasonably commensurate with the post and level of responsibility.

Health and Safety Training

- Effectively and proactively implement Health and Safety legislation and good practice, including office, individual and DSE risk assessments, taking into consideration disabilities and specialist equipment required to enable staff to undertake their daily duties.
- To undertake Health and Safety Training on areas within your remit.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified.

Employees are expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date above but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

All staff at Bedford High School, teaching and support, have a crucial role to play in setting standards. Through a professional, caring and sensitive approach based on mutual respect, we achieve a great deal.

Person Specification

A. Experience

| | Essential | Desirable | Source A = Application I = Interview R = References T = Task/Observation P = Presentation |
|---|-----------|-----------|--|
| Experience of working with or caring for children of a relevant age in a learning environment | E | | A, I, R, |
| Experience of new technologies and ICT to support learning | E | | A, I, R, T |
| Experience of supervising other staff | | D | A, |

B. Training and Qualifications

| | Essential | Desirable | Source |
|---|-----------|-----------|--------|
| Relevant Level 3 qualification | E | | A, I |
| Training in the relevant strategies or a willingness to undertake such training | E | | I |
| 3 x GCSE C or above in Maths and English or equivalent qualification | E | | A, I |
| Willingness to undertake basic first aid course | | D | A |

C. Knowledge and Understanding

Applicants should be able to demonstrate knowledge and understanding of the following areas relevant to the post.

| | Essential | Desirable | Source |
|--|-----------|-----------|--------|
| Good understanding of the relevant policies/codes of practice and relevant legislation | E | | A, I |
| Knowledge the national/foundation stage curriculum and other relevant learning programmes/strategies | E | | A, I |

| | Essential | Desirable | Source |
|--|------------------|------------------|---------------|
| Understanding of child development and learning processes | E | | A, I |
| Understanding of statutory frameworks relating to teaching | E | | A, I |
| Knowledge of a range of strategies to promote good behaviour and establish a purposeful learning environment | E | | A, I |
| Knowledge of physical, intellectual, emotional and social development of children (PIES) | E | | A, I |

D. Personal Skills, Abilities and Competencies

Applicants should be able to provide evidence that they have the necessary skills and abilities required.

| | Essential | Desirable | Source |
|---|------------------|------------------|---------------|
| Ability to use a range of strategies deal with whole classroom and individual behaviour | E | | A, I |
| Ability to support and motivate other team members | | D | A, I |
| Ability to constantly improve own practice/knowledge through self evaluation and learning from others | E | | A, I |
| Ability to communicate with and relate well to students and adults | E | | A, I |
| Ability to work under supervision and as a team member | E | | A, I |
| Ability to work in accordance with the schools health and safety policies | E | | A, I |
| Ability to deal with minor injuries | | D | A, I |
| Professional appearance and conduct | E | | A, I |
| A committed lifelong learner willing to undertake further training to suit the needs of the role | E | | A, I |
| Flexibility working outside of normal school hours may be required | E | | A, I |
| The willingness to be generous in time and spirit | E | | A, I |
| A sense of humour and positive outlook | E | | A, I |
| A determination to succeed | E | | A, I |
| Energy, enthusiasm, adaptability and flexibility | E | | A, I |
| A willingness to support the schools aim of strengthening links with the community | E | | A, I |
| The ability to build and maintain effective relationships | E | | A, I |
| The ability to develop effective teamwork | E | | A, I |

| | | | |
|---|---|--|------|
| The ability to anticipate and solve problems creatively | E | | A, I |
| The ability to demonstrate loyalty and confidentiality | E | | A, I |
| The ability to prioritise and manage time effectively | E | | A, I |
| Ability to organise self and others | E | | A, I |

E. Legal Issues

| | Essential | Desirable | Source |
|------------------------------------|------------------|------------------|---------------|
| Legally entitled to work in the UK | E | | A, I |

What to expect

If you feel you have the necessary skills and qualities to undertake this role, we will be delighted to receive your application form. Please complete the application form, we do not accept CV's and return to Mrs Claire Taylor, HR Facilities & Communication Manager at the school address or by email to recruitment@bedford.wigan.sch.uk.

It is important that you tell us about your skills and experience relevant to the role. Please ensure you answer all the questions on the application form and explain any gaps in employment or educational history, as the information you provide will be used in our shortlisting process.

Once we have received your application it will be reviewed and evaluated. If we feel that you may be suitable for the vacancy that you have applied for you may be invited to attend an interview, the format of which will be confirmed as part of the invitation.

Due to the high volume of applications we receive, if you do not hear from us within 4 weeks of the closing date then on this particular occasion your application will have been unsuccessful. We are not able to provide feedback on applications that have not been shortlisted for interview.

Should you wish to visit school please email us at recruitment@bedford.wigan.sch.uk and we will arrange a suitable time.

For more information on our school and to take our virtual tour please visit our website www.bedfordhighschool.co.uk

The interview process

Deadline: Monday 29th April 2024 10:00AM

Interviews: to be confirmed

Start date: 1st September 2024

Due to the nature of different roles within Bedford High School, we operate two separate streams for selecting the very best candidates.

For support staff positions the interview process will consist of a formal interview with senior staff members, written and/or verbal tasks and tour of school.

For teaching positions, the interview process will consist of teaching an observed lesson, interacting with students, a formal interview with students, formal interview with senior staff members and tour of school.

All interviews at Bedford High School involve a member of staff appropriately trained in Safer Recruitment.

If you are successful in securing a position at Bedford High School, you will receive your conditional offer letter and relevant documents and information about the new starter process from our Human Resources team. All offers of employment are conditional upon all pre-employment checks satisfactory to the school. A start date will be confirmed in writing on completion of our safer recruitment process.

Our commitment to safeguarding

All offers of employment are conditional subject to all satisfactory pre-employment checks which include an enhanced criminal record with child barred list through the Disclosure and Barring Service (DBS), appropriate overseas checks, medical clearance, references and verification of your qualifications satisfactory to the school. When completing application forms all candidates must provide a full employment history and any gaps to be clearly identified. At Bedford High School safeguarding is everyone's responsibility. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures. All candidates must be legally entitled to work in the UK and comply with the Immigrations, Asylum and Nationality Act regulations. Applications from all sections of the community are welcome.

This post involves working with children, young people or vulnerable adults and is therefore exempt from the Rehabilitation of Offenders Act.

Shortlisted candidates will be notified by email of the interview arrangements. Please ensure your correct email address is provided on your application form.

In line with recommendations from Keeping Children Safe in Education Guidance we will carry out an online search as part of our due diligence for all shortlisted candidates. Shortlisted candidates are also required to complete a self-declaration of any criminal records or information that would make you unsuitable to work with children.

As we receive many applications for posts, we regret that we will only be able to contact those applicants who are shortlisted for interview. Therefore, if you have not heard from us within four weeks of the closing date, please assume you have not been shortlisted for interview on this particular occasion.