



Fareham
Academy

Applicant Pack
PATHWAYS
FACILITATOR

Grade D

Start date: 28 August 2023

37 Hours per week (40 weeks)

Actual Salary - £20,795 to £23,162
(£23,703 - £26,401 FTE)

Fareham Academy
www.fareham-academy.co.uk/vacancies

For an application pack or more information, please visit our website.
Alternatively, contact the Academy on 01329 318003 or email Mrs Payne on
g.payne@fareham-academy.co.uk

Closing Date: 25 June 2023

Letter from Headteacher

Dear Applicant

I am delighted that you are expressing an interest in working at Fareham Academy. We are a caring and forward-thinking school, where academic achievement and the personal development of each child go hand in hand. Our motto "Unlocking Potential – Creating Opportunity" supported by our "Kindness" ethos captures the ambition we have for all our students.

We are committed to your development and providing you with the opportunities and support to progress in your career.

I wish you luck with the application process. Indeed, it was the students and the team that inspired me and many others to join Fareham Academy.

If you have any questions on the recruitment process, please email g.payne@fareham-academy.co.uk or visit our website - www.fareham-academy.co.uk

Yours faithfully,

Christopher Prankerd
Headteacher



Pathways Facilitator

Fareham Academy is a thriving 11-16 mixed Academy, set on a well-resourced and self-contained site that is set truly at the heart of its community. We are a caring and forward-thinking school, where academic achievement and the personal development of each child go hand in hand. Our motto 'Unlocking Potential – Creating Opportunity' supported by our values of Resilience, Aspiration and Kindness, captures the ambition we have for all our students.

We are a 'Good' Academy with "Outstanding" features, where truly inclusive learning comes first. We work exceptionally hard to offer our students the best possible educational opportunities and unlock the potential in every child.

We have an opportunity to appoint a Pathways Facilitator to join our inclusion provision and to provide full support to the staff and students.

Are you someone who is committed to the highest standards of support for student behaviour, learning and careers & life skills? Are you able to develop links between the school, families and other agencies in order to improve the educational outcomes of students and promote their engagement in learning?

Do you have good communication and organisational skills and flexible in your approach?

Your Opportunity

We can offer you a supportive academy environment, where no two days are never the same.

The successful candidate will:

- Be highly motivated and committed
- Have good numeracy/literacy skills educated to GCSE level standard or equivalent with passes including English & Maths at Grade C or above.
- Be well organised and punctual with a professional attitude to work
- Be willing to work as part of a hard-working, dedicated team
- Be positive, proactive, with a good sense of humour who is willing to work flexibly to meet the changing needs of the school
- Be an active member of school life and actively subscribe to the ethos of the school
- Demonstrate a belief in young people
- Set high expectations of themselves
- Be knowledgeable in strategies to support student's behaviour and attitudes to learning
- Be able to inspire, influence, challenge and motivate others, leading by example
- Be able to work with challenging students
- Have the belief that all children can make outstanding progress
- Be able to work alongside other professionals

As a key member of our support staff you will play a pivotal role in our school improvement journey. You will join a supportive, highly talented and committed team who are working hard to enable our students to succeed.

In return we will offer you:

- Local Government Pension Scheme
- A professional, hardworking and supportive team of staff with the capability and desire to raise student achievement
- Opportunities for further professional development
- A caring and supportive working environment within a vibrant school community
- Free Parking
- Annual Flu jabs offered
- Assistance towards eye tests and glasses
- Employee Assistance Programme (EAP) Staff well-being

Gateway Provision

The aim of the Gateway Provision at Fareham Academy is to engage students within education, allowing them to develop skills to deal with challenges they are facing and to support their return to mainstream school.

The Gateway Provision is set up to be a short-Term intervention and offers 3 options of support for our students.

Respite

- Students that are experiencing a range of issues that are impacting on their mental health and well-being and their ability to regulate their emotions and behaviour can be referred to the Respite Programme
- The respite programme – 2 weeks accommodated in the Gateway Provision for 2 hrs each morning working on exploring underlying issues that may be impacting their behaviour, emotions and ability to manage in class

Intervention

- This is a two-week referral for a student as monitoring and assessment time for staff in consultation with Head of Year to assess whether moving the student onto the Main Gateway Programme would be beneficial to the student – if it is agreed at the end of the two weeks that this would be beneficial the student moves onto the 6-week Gateway Programme
- The Intervention Programme is for 2 hrs each morning

The Gateway Programme

- Students that are taken on the main programme are placed on a reduced time table (18hrs) The typical timings are 12pm – 3.40pm
- We are not academically accountable for them (however they will receive tutoring for English and Maths)
- The students will engage in practical sessions to develop skills around social communication, empathy, teamwork and confidence including offsite activities at the gym, animal therapy, activity centre as well as food tech and art as therapy
- Students will work on their personal development (for both behavioural or emotional vulnerability)
- Schools/parents receive feedback on their progress (feedback will be based upon their engagement with the programme)

All students are referred by their Head of Year who will have completed a Threshold referral on all of the support that has already been implemented to support the young person's identified need – Gateway staff will look at the best fit for the student including the dynamics of students already on the programme.

About the role:

- You will deliver a programme which analyses need (both behavioural and emotional)
- You will deliver a package of support that focuses on identified need working 1-1 in groups or with student and parent/carer
- The role will require the design, delivery and supervision of sessions which support student development and will provide individuals or groups of students with the suitable skill set to access mainstream education
- To coordinate and support the interventions of external providers both onsite and offsite.
- To create and manage the timetables of students within the Gateway Programme communicating with required staff communicating with students, parents, staff and professionals as required
- To implement a bespoke and individual re-integration package for each student returning to mainstream classes
- To keep all resources and session content updated and linked to class overview
- To create and manage the timetables of students within The Gateway Programme communicating with required staff and provisions to inform of changes
- You will contribute to behaviour management within the Academy in accordance with the school's Behaviour Policy



Please note: Academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.

Fareham Academy is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants. In line with our commitments to safeguarding.

Post Details		Last Updated: October 2022	
Department:	Support		
Job Title:	Pathways Facilitator		
Grade:	Grade D	Term Time Only 40 weeks per year	
Responsible to:	Head of Inclusive Services		
Responsible for:	N/A		
Job Purpose:			
<ul style="list-style-type: none"> To implement a programme which analyses need (emotional, behavioural or social) delivers a bespoke package of support and then implements and supports the reintegration of students back into mainstream a mainstream setting To develop and implement a range of curriculum which support and guide the reintegration of students who display challenging behaviours back to mainstream school The role will require the design, delivery and supervision of sessions which support student development and provide groups of students with the suitable skill set to access mainstream education To coordinate and support the interventions of external providers both onsite and offsite. To create and manage the timetables of students within The Gateway, communicating with required staff and provisions to inform of changes 			
<p><i>This job purpose reflects the core activities of the post. As the School and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. The School expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary.</i></p> <p><i>Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose.</i></p>			
Person Specification			
Qualifications and Professional Memberships			Essential/ Desirable
Educated to GCSE level standard or equivalent with passes including English and Maths at Grade C or above			E
Experience and Knowledge			Essential/ Desirable
A level experience			D
An up to date, in depth knowledge of counselling techniques			D
Experience of working with young people, especially in a school environment			E
Dealing with mediation/counselling/behaviour management			E
Experience of planning and progressing work activities within general guidelines, using initiative and judgement without reference to others			E

Be able to prioritise and manage workload.	E
Have good, written and verbal communication skills and be able to relate well to school staff, candidates of all abilities, parents and carers.	E
Be able to work in an organised and methodical way and have sound organisational and coordination skills.	E
Be able to work effectively under pressure.	E
Be able to maintain confidentiality.	E
Practical Skills	
Ability to plan, prioritise and organise work and resources for self and others	E
Be able to work accurately and to work to set deadlines	E
Awareness of standard procedures e.g. titrations and making up standard solutions	
Confident basic user of ICT.	E
Personal Qualities & Attributes	
Ability to work as part of a team and on own initiative and with resilience	E
Self-motivating with the ability to multi task	E
Good interpersonal skills, and the ability to enthuse and motivate others	E
Willingness to undertake first aid training	E
Ability to regulate emotions in difficult situations	E
Communication	
Adaptability / Flexibility	E
Planning and Organising	E
Teamwork	E
Continuous Improvement	E
Organisational Information	

All staff are expected to:

Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Schools Equal Opportunities Policy.

Help maintain a safe working environment by:

- Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand.
- Following local codes of safe working practices and the school's Health and Safety Policy.
- Undertake such other duties within the scope of the post as may be requested by your Manager.



Main Responsibilities/Activities:

This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities and should be read in conjunction with the accompanying Job Purpose.

More specifically the post holder will be expected to:

Main Responsibilities

Student Support

- To coach students in behaviour modification techniques through addressing anger management, emotional regulation, social skills, social communication, assertiveness, self-esteem and confidence
- To enable students to improve their behaviour in classroom situations, so they are able to learn.
- To advise students with coping strategies to enable them to "move on", allowing for success and coping with failure.
- To raise student motivation
- To liaise with/through Pastoral Leaders, Head of Student Support Services and parents on appropriate progress plan including target setting and to maintain communications between parents and school as appropriate.
- To liaise and initiate multi agencies to support the students.
- To be able to deliver literacy and numeracy support
- To lead group sessions as well as 1-1 with challenging students to impact and develop behavior and outcomes.
- To monitor progress and well-being of all students on Gateway Programme

- To ensure that key individuals are kept up to date and informed at all times

Communication

- To represent the school at Multi Agency meetings.
- To attend meetings with parents and other bodies as appropriate.

Other

- To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and 'Working Together to Safeguard Children' in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation.
- To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role.
- To ensure that the worker's line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding and/or child protection.