

ON TRACK EDUCATION



THRIVE PRACTITIONER
SILVERSTONE

ON TRACK EDUCATION SERVICES



ON TRACK EDUCATION SERVICES LIMITED WAS ESTABLISHED BY A TEAM OF SEN TEACHERS IN 2004. WE NOW HAVE EIGHT INDEPENDENT SPECIAL SCHOOLS, AND ADDITIONAL SUPPORT SERVICES, AROUND THE COUNTRY FOR YOUNG PEOPLE WITH A RANGE OF DIVERSE SPECIAL EDUCATIONAL NEEDS.

ON TRACK SILVERSTONE

Our Silverstone school is an independent special school with places for up to 40 pupils aged 11 to 16 with a range of social, emotional and mental health difficulties. Our pupils often have histories of educational difficulties, poor attendance and/or exclusion from mainstream education. Many have special educational needs including behavioural, emotional, mental health and social difficulties and histories of challenging behaviour. Some have additional difficulties and specific learning difficulties including dyslexia, social communication difficulties, attention deficit hyperactivity disorder and autism.

We support our pupils to fulfil their potential by giving them unconditional support, providing them with good quality teaching and empowering them to effectively manage their own behaviour.



Our staff team work together to build and maintain positive professional relationships with all pupils, treating each pupil with tolerance and respect. We strive to provide our pupils with a sense of success and positive achievement, approached by giving every pupil unconditional support, underpinned by THRIVE principles.

Our new school site opened in Silverstone in September 2019. The school, moved from its old site in Silsoe, was judged to be 'Good' by Ofsted in 2017. This new school site has been inspected and approved by Ofsted and offers excellent facilities to deliver academic, creative, vocational and outdoor learning opportunities.

RECRUITMENT AND SELECTION STATEMENT

The safe recruitment of staff is the first step in the effective safeguarding and promoting the welfare of our pupils. On Track Education is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

On Track Education recognises the value of, and seeks to achieve a diverse workforce which includes people from different backgrounds, with different skills and abilities. On Track Education is committed to ensuring that the recruitment and selection process is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. On Track Education will uphold its obligations under law to not discriminate against applicants.

On Track Education will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the intended role.

The following pre-employment checks will be required:

- receipt of at least two satisfactory references, one from most recent employer*
- verification of the candidate's identity
- a satisfactory enhanced DBS check (including barred list information)
- verification of the candidate's mental and physical fitness for the post
- verification of qualifications
- verification of professional status where required e.g. QTS status (unless properly exempted)
- the production of evidence of the right to work in the UK
- a check for a teacher prohibition order
- a check for a section 128 direction (for management positions)
- online searches may be conducted on shortlisted candidates to help identify any issues that are publicly available

NB It is illegal for anyone who is barred from working with children to apply for, or work in our schools in any voluntary or paid capacity.

- On Track Education will contact current and previous employers, if an applicant is shortlisted, as part of pre-appointment checks. In exceptional circumstances, where you have good reason not to want your referees to be contacted prior to interview, you should set out your reasons with your application form. On Track Education will liaise with you and where they agree to defer in such cases, referees will be contacted immediately after interview and before an offer of employment is made.
- Further checks may be made for applicants who have lived or worked outside the UK. These will include a check for information about any sanction or restriction that an EEA professional body has imposed.

RECRUITMENT AND SELECTION STATEMENT

On Track Education will take up any discrepancies or anomalies in the information provided or issues arising from references at interview.

On Track Education will contact current and previous employers of those applicants.

On Track Education will keep and maintain a single central record of recruitment and vetting checks, in line with the statutory requirements.

On Track Education requires all staff and volunteers who are convicted or cautioned for any offence during their employment to notify the school, in writing of the offence and penalty.

All posts within On Track Education are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind-overs, including those regarded as spent and have an Enhanced Criminal Records Disclosure. A previously issued Criminal Records Disclosure Certificate will only be accepted in certain restricted circumstances. On Track Education is committed to ensuring that people who have been convicted are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position. This will depend on the background, nature and circumstances of the offence(s).

EQUALITY, INCLUSION AND DIVERSITY

ON TRACK EDUCATION IS COMMITTED TO THE PRINCIPLE OF EQUAL OPPORTUNITY IN EMPLOYMENT

On Track Education is committed to the principle of equal opportunity in employment. The terms equality, inclusion and diversity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the workforce. We will actively support diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers (including agency workers) are covered by this policy and it applies to all areas of employment including recruitment, selection, training, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, or worker receiving less favourable treatment because of a protected characteristic within the Equality Act 2010 which are race (including colour, nationality, ethnic or national origin and caste), religion or belief, disability, sex, sexual orientation, pregnancy or maternity, gender reassignment, marriage/civil partnership and age. In accordance with our overarching equal treatment ethos, we will also ensure that no-one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed term employee. The Company's objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.



THRIVE PRACTITIONER

Responsible to:	Mandy Hayward-Flint , Head Teacher
Location:	On Track Education Silverstone
Salary:	£27,510 – £39,300 per annum, dependent on qualifications and experience.
Contract type:	Full-time, 8 hours per day Monday to Friday between 8.15am and 4.45pm, specific hours to be agreed upon offer.

SAFEGUARDING

All On Track staff are expected to maintain an awareness of equality and diversity in relation to pupils, staff and visitors to On Track.

On Track places safeguarding and wellbeing at the heart of all that it does and all staff are expected to:

- adhere to the Staff Code of Conduct policy at all times
- read and ensure their full understanding of all school policies
- be mindful of safeguarding and child protection issues in relation to all pupils
- report any concerns using the appropriate documentation
- engage positively in all training opportunities

CORE REQUIREMENTS

In fulfilling the requirements of the post, you will demonstrate essential professional characteristics, and in particular will:

- Inspire confidence in pupils and colleagues
 - Work collaboratively, and foster positive relationships, as part of the school team
 - Engage and motivate pupils, promoting their progress and well-being
 - Have high expectations of every pupil
 - Role model professional conduct and presentation
 - Contribute positively to the school's continual improvement and development
 - Promote and safeguard the welfare of the pupils
 - Work within school policies at all times
 - Maintain confidentiality
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JOB PURPOSE

- The Thrive Practitioner plays a key role in supporting the emotional well-being, social development and engagement of pupils across the school. A Thrive Practitioner qualification is desirable but not essential, as full training will be provided for the right candidate.
 - Working closely with pupils, families, teaching staff and external professionals, the postholder will use the Thrive Approach to assess needs, deliver targeted interventions and help create a nurturing environment where young people can develop resilience, confidence and positive relationships.
 - The successful candidate will contribute to the school's wider wellbeing provision and support the embedding of Thrive principles throughout the school community.
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JOB DESCRIPTION

Thrive Responsibilities

- Participate in the assessment and implementation of Thrive provision across the school.
- Deliver Thrive interventions for individual pupils and small groups.
- Monitor pupils' responses to Thrive activities and record progress accurately.
- Maintain Thrive Online records and ensure assessments remain up to date.
- Analyse Thrive data and contribute to the evaluation of provision.
- Liaise with the Headteacher and wider staff team to ensure Thrive interventions support EHCP outcomes and individual pupil targets.
- Support pupils in developing emotional regulation, resilience and positive coping strategies.
- Help pupils manage and resolve conflict through appropriate interventions and restorative approaches.
- Support pupils experiencing heightened anxiety, emotional dysregulation or barriers to engagement.
- Work proactively with pupils to develop confidence, independence and self-esteem.
- Support attendance and engagement through targeted wellbeing interventions.
- Provide transition support for pupils joining, moving through or leaving the school.

Whole-School Wellbeing

- Work collaboratively with teaching and support staff to embed Thrive principles throughout the school.
- Support colleagues in developing their Thrive practice.
- Promote positive relationships and emotional well-being across the school community.
- Provide guidance and modelling to staff on Thrive-informed approaches and emotional regulation strategies.
- Contribute to staff wellbeing initiatives where appropriate.
- Support the development of a whole-school culture that prioritises emotional wellbeing and positive mental health.

Working with Families and Professionals

- Work collaboratively with parents and carers to support pupils emotional development.
- Liaise with external agencies and professionals where appropriate.
- Contribute to meetings relating to pupil wellbeing, support plans and EHCP outcomes.
- Support effective communication between home and school.

Recording, Monitoring and Reporting

- Maintain accurate and up-to-date records of interventions and pupil progress.
 - Monitor the effectiveness of Thrive provision.
 - Contribute to school reporting processes where appropriate.
 - Analyse Thrive assessment data to identify trends, strengths and areas for development.
 - Produce reports and updates for school leaders as required.
 - Use evidence gathered through Thrive provision to inform future planning and intervention strategies.
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Professional Expectations

- Promote the values and ethos of On Track Education.
 - Maintain the highest standards of professionalism and integrity.
 - Promote equality, diversity and inclusion.
 - Maintain confidentiality at all times.
 - Build positive relationships with pupils, families and colleagues.
 - Promote and safeguard the welfare of children and young people.
 - Comply with all school policies and procedures.
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This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from the managers to undertake work of a similar level that is not specified in this job description.

Your normal hours of work may be varied to meet the needs of the service with which you are based. You may be required to work hours in addition to your contracted hours.

On Track Education Services is committed to safeguarding the welfare of children and young people in their care and expects all staff, contractors and volunteers to share this commitment. We follow safer recruitment practice and appointments are subject to satisfactory enhanced DBS certification and reference.

PERSON SPECIFICATION

EDUCATION	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
	<ul style="list-style-type: none"> Recognised teaching qualification GCSE English and Maths grade 4 or equivalent 	<ul style="list-style-type: none"> Qualified Teacher Status (QTS), QTLS, PGCE or equivalent teaching qualification. A degree or equivalent. Higher degree qualification, postgraduate courses.
EXPERIENCE		
	<ul style="list-style-type: none"> Experience of working with children and young people. Experience of supporting pupils with SEND and/or SEMH needs. Strong understanding of emotional well-being and child development. Ability to build positive and trusting relationships with young people. Excellent communication and interpersonal skills. Good organisational and record-keeping skills. Ability to work effectively as part of a multidisciplinary team. Commitment to safeguarding and promoting the welfare of children and young people. Full UK driving licence and access to a vehicle. 	<ul style="list-style-type: none"> Thrive Practitioner qualification. Experience of delivering Thrive interventions. Experience in analysing assessment data and monitoring impact. Experience within a specialist SEND, SEMH or alternative provision setting. Knowledge of trauma-informed approaches. Experience of working with families and external agencies. Experience of leading well-being initiatives within a school environment. Experience in supporting staff development or delivering training. Knowledge of restorative approaches and emotional regulation strategies.
KNOWLEDGE & UNDERSTANDING		
	<ul style="list-style-type: none"> Knowledge of relevant Education Legislation. Knowledge and understanding of Ofsted inspection requirements and compliance with DfE regulations and standards. Ability to prepare and deliver appropriate curriculum using a range of teaching styles and methodologies Knowledge and understanding of continuous assessment and how to use this to improve teaching and learning Knowledge and understanding of national accreditation and exam board procedures Awareness of strategies to effectively manage the behaviour of the most vulnerable and needy children and young people. Understanding of how to set and monitor behavioural targets. Knowledge and understanding of the SEN Code of Practice and its implementation 	<ul style="list-style-type: none"> Knowledge of independent school standards
PERSONAL QUALITIES		
	<ul style="list-style-type: none"> Able to establish and develop good relationships with all involved in the school. Ability to communicate effectively in writing and orally. Competent in the use of ICT. Flexible and approachable. Resilient under pressure. Ability to maintain a good sense of humour High levels of tolerance. Professionalism. Integrity. Trustworthy and dependable. 	
ATTITUDES		
	<ul style="list-style-type: none"> A commitment to the vision and values espoused by On Track Education. A commitment to having a positive attitude at work A desire to meet each child's individual educational needs. A belief in the intrinsic value of all pupils 	



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www.ontrackededucation.com/apply-now



CONTACT US

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