

# Springwell Lincolnshire Learning Community



**NEET Prevention Mentor**

**A proud member of the Wellspring Academy Trust**



Dear applicant,

Thank you for your interest in the role of the NEET Prevention Mentor at the Springwell Lincolnshire Learning Community. If you are successful, you will be joining a fantastic team and will be a key part of an exciting project to transform education for children with Social, Emotional and Mental Health needs across Lincolnshire, ensuring they have the greatest chance to succeed beyond their school years.

At the Springwell Lincolnshire Learning Community, you will work as part of a team committed to collaboration, creativity and innovation. We are dedicated to bringing the very best practice and resources to each of our settings. We aim to provide them with the greatest opportunities, in order to support transition into post-16 and beyond.

In September 2018, our first free school will be opening in Spalding, with a further three schools opening over the next 18 months, located in Lincoln, Mablethorpe and Grantham.

We are looking for a committed and inspirational practitioner, who would play a pivotal role in supporting all our young people to appropriate post-16 destinations. They will also be responsible for work placements and providing staff CPD with regards to careers guidance and advice; must be prepared to work across all our schools, across the region.

If you believe you have the skills, experience and drive to ensure our young people succeed beyond their school years, we want to hear from you.

Yours sincerely



Phil Willott  
*Executive Principal (South)*



Lisa Ashcroft- Day  
*Executive Principal (North)*



## About Springwell Lincolnshire

Springwell Lincolnshire Alternative Provision, part of Wellspring Academy Trust, provides a caring, nurturing and developmental environment for young people who are unable to remain in mainstream education.

We are determined that after receiving our support, our students move on to their next destination having felt known, valued, understood and educated.

We are building four new schools in Lincolnshire under the Free Schools Programme. The Trust is working with Partners in the Department for Education to build schools in Mablethorpe, Lincoln, Grantham and Spalding. As the schools open they will be named Springwell Alternative Academy, followed by their location.

### Students supported by the school

Springwell Lincolnshire has a core purpose to deliver education programmes for challenging or vulnerable children and young people who are not in school for a variety of reasons.

We are responsible for:

- Pupils who are unable to remain in mainstream education
- Children and young people who are at risk of not being able to remain in mainstream education

### Message from the Senior Executive Principal

It is an exciting time for myself, the staff and the pupils here at Springwell. There have been many changes over recent months and there are many more to come. The Wellspring Academy Trust, in partnership with Lincolnshire County Council and the Department for Education are investing significant amounts of money in providing the best possible education for the children of Lincolnshire who can no longer access mainstream education. It is our intention to develop state of the art alternative provision across the county so that our pupils are given the best possible chance in life.

Our values are fundamental to everything we do. Although we believe in high standards we also understand that we are working in a complex world. We believe in second chances, unconditional positive regard and a culture of nurture and support. With that in mind, we aim to provide the best possible opportunities for all our pupils to develop and thrive in a climate of support, guidance and authentic care.

We also value the support of all our families and believe that if we work in partnership, understand the collective challenges and face them together then we can really make a difference.

Dave Whitaker

*Senior Executive Principal*

*Springwell Lincolnshire Learning Community*



## Why work for Springwell Lincolnshire?

- Working in alternative provision and/or SEMH gives you a chance to break free from the stifles of mainstream
- Here at Springwell our staff are able to work in a values-driven environment where the personal development and welfare of the children are our core business
- Staff are of the utmost importance to us. With that in mind, training and development is a priority Opportunities exist with The Wellspring Trust to create and develop a meaningful and exciting career
- If you are ambitious then there are opportunities for development at all levels. Some of the greatest teachers in the Wellspring Trust joined us as Teaching Assistants. We have developed Specialist Leaders of Education and behaviour experts who work in our academies but also deliver training and support across the region.
- Leadership development programmes allow aspirant senior leaders to fast-track their careers and are given opportunities and training to aspire to Principal and Executive Principal roles
- We value every student as an individual, showing everyone respect and tolerance
- We want our students to be the very best that they can be – and will try to give them every opportunity to show success

### Some testimonials from staff who have progressed into more senior roles throughout their time here:

*“I started in the position of Pastoral TA for the first year; I have now been promoted to Pastoral Manager. I have achieved this by hard work, good support and guidance given to me, and being committed to my job. My Line manager always gave any support or guidance I needed, she also gave me the confidence and opportunity to take on more responsibility within my job role.”*

*“I joined the Boston site as a caretaker in February 2017. In the September I started as a TA and I love it. So far I have been Team Teach trained to Advanced level, trained in Emergency First Aid, Nurture and Restorative Practice. The training is endless and the opportunity to progress is endless.”*

*“I think I’ve developed a great deal since I started as a TA in Sept 2016. I’m now half way through my Straight to Teaching programme, on the way to becoming a qualified teacher, for which I have been supported greatly by Springwell Lincs.”*

*“I began working as SENDCo in May 2017 which took me all over Lincolnshire and into many schools. I quickly settled in to the friendly team at Springwell and straight away was able to ‘make that difference’ I was hoping to do. Within 5 months I was made Head of Centre and now am responsible for the day to day running of the Centre. I have great support from both my team and line manager and can say that I am extremely proud of the Centre and the children that attend.”*



**Springwell Lincolnshire Learning Community is a proud member of Wellspring Academy Trust**



### **About Wellspring Academy Trust**

Wellspring Academy Trust is a Multi-Academy Trust with a Barnsley-based Head Office. We are a Trust at the cutting edge of educational innovation.

We have:

- Outstanding aspiration.
- A vision to provide children and families with exceptional educational opportunities.

Our Core Principles are:

- Excellence in Teaching and Learning
- Knowledge and skills growth that is celebrated by the community
- Collaboration with all partners in education and the community
- Succession planning within the institution and beyond
- Providing an exceptional school experience for our children

### **The Wellspring Trust Team**

#### **Mark Wilson**

*CEO, Wellspring Academy Trust*

National Leader of Education (NLE). OFSTED registered inspector. Ex-Executive Head Teacher, London borough of Lewisham (two Outstanding schools, one Good school). Executive Head of Teaching School. Ex-Head Teacher at Robin Hood Primary for nine years and achieving an Outstanding judgement from Ofsted in April 2011. Mark believes in taking a global perspective on school improvement and has visited schools in Germany, South Korea, Italy and Australia to look at practice there.

#### **Dave Whitaker**

*WAT Director of Education (SEND & Alternative Provision)*

Executive Principal, Springwell Special School and PRU and National Leader of Education. Ofsted-rated Outstanding. Springwell was designated a Teaching School in 2013. The School is cross phase from age 4-18.

Experience in all aspects of school leadership. Involved with the development of a new approach to learning. Developed The Elements+ Curriculum.





## **Scott Jacques**

*Executive Principal, Springwell Academy Leeds*

Experience of teaching and senior leadership in Primary, Secondary and Special Education as well as ten years' work in school improvement with Leeds City Council. Seconded to work as a Primary Teacher Adviser for the LA and later as a Secondary Consultant within the National Strategies team. Working with a wide range of schools on securing improvement and developing and implementing strategy. Five years working as an Adviser with the LA in Leeds, creating, developing and implementing eLearning strategy and supporting school improvement. Scott also worked with DfE, QCA and National Strategies on development of training and materials at a national level.

Scott spent a year as an Assistant Principal in a large inner city secondary school before becoming Head of a school in a Leeds special school. During this time the school received an Outstanding judgement from Ofsted. Scott joined the Trust in 2015 working in leadership at the Forest Academy and then as Executive Principal of two alternative academies in North East Lincolnshire.

## **Our Commitment to You**

### **Professional Development**

We believe that outstanding Professional Development underpins outstanding schools. The more members of staff who are enabled and empowered with expert skills and knowledge, the more effective their impact upon learning. We believe in the power of Professional Development. We believe that it can and should be happening every minute of every day. Wellspring Academy Trust has access to a rich seam of Professional Development for all staff through our network of leaders, colleagues and schools, and through the Teaching School.

### **Leaders Professional Development**

Inside every successful school you will find successful leaders. Almost every study of school effectiveness has shown both Primary and Secondary leadership to be the key factor. At Wellspring, we emphasise the importance of ongoing Professional Development for school leaders. We work together as leaders. We share our experiences and expertise. We recognise that we are stronger together.

Our recognition of the pivotal importance of effective leadership means that the Professional Development pathway into Executive Leadership across more than one school is open to you with Wellspring.

### **Safeguarding**

Springwell Lincolnshire is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to DBS clearance.



## Job Description NEET Prevention Mentor

NEET Prevention Mentor	
Salary	Grade 4

Job Description
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**Job purpose:**

To work with the Executive SLT (North & South) and Head of School (Lincoln, Mablethorpe, Grantham and Spalding) and manage a service for our young people; providing opportunities, support and guidance to aid post-16 transition.

**Main Duties**

- To co-ordinate at academy level a mentoring service to engage all years into a post-16 destination
- To establish coherent focused support for working closely with a range of other agencies such as YOS, social care, EHW involved with the young people and their families
- To co-ordinate and facilitate the organisation of the young people's post-16 applications and interviews to all post-16 providers
- To contribute to half termly reports to assist the Executive SLT and Heads of School, to monitor progress and report to the governing body and local authority
- To work alongside teaching and support staffs to provide impartial information advice and guidance to the pupils applying for post-16 destinations, looking at all post-16 providers
- To work with parents and carers to help them identify suitable post-16 provision and support pupils completing college applications and also support them at interview
- To establish and maintain regular contact with parents and/or carers of pupils to monitor the college application process and contact any post-16 providers if they have not been in contact with the applicant/pupil
- To promote the speedy and effective transfer of pupil information from the academies to the post-16 providers, to assist the young person when attending their chosen course.
- To supervise pupils when first attending post-16 and liaising with course tutors/parents to ensure successful transition
- To monitor the success of post-16 transitions and intervene before relationships break down with the post-16 provider
- Act as advocate for the young people when any meetings are convened at their post-16 provider
- To provide opportunities for the young people to access workplace learning, if appropriate

**Standard Duties**

- Engage in the implementation of School Quality systems
- Show a commitment to diversity, equal opportunities and anti-discriminatory practices
- Show a commitment to ensuring that children and young people learn in a safe environment
- Participate in relevant and appropriate training and development as require

The post holder may be required to perform duties other than those given above. These may vary from time to time without changing the general level of responsibility.



**Person Specification  
NEET Prevention Mentor**

Attributes	Essential	Desirable	Evidence
<p><b>Personal Qualities</b></p> <p>Includes any specific physical requirements of the post – (subject to the provisions of the DDA Act)</p>	<ul style="list-style-type: none"> <li>• Excellent self-motivational skills, positive and enthusiastic approach.</li> <li>• Proactive when dealing with young people and communicating quickly to outside agencies</li> <li>• Excellent at working on your own initiative, and with a team.</li> <li>• Ability to communicate effectively, compassionately with tact and diplomacy when visiting pupils, parents/carers at home</li> </ul>		<p>Interview</p> <p>Performance of task</p>
<p><b>Work Experience</b></p> <p>Ability to undertake duties of the post</p>	<ul style="list-style-type: none"> <li>• Significant experience of dealing with outside agencies/young people aged 14 to 19 and their families.</li> <li>• Experience of working with disengaged young people</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of mentoring skills</li> </ul>	<p>Application Form</p> <p>Interview</p>
<p><b>Qualifications and Training</b></p>	<ul style="list-style-type: none"> <li>• A minimum of 4 GCSE's or equivalent including English and Mathematics (Grades A to C)</li> <li>• A willingness to undertake further training</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ level 3 Certificate in Advice and Guidance</li> </ul>	<p>Application Form</p> <p>Documentary Evidence</p> <p>References</p>
<p><b>General and Special, Skills and Knowledge</b></p> <p>Includes abilities and intellect</p>	<ul style="list-style-type: none"> <li>• Ability to relate well to young people and adults sometimes under difficult circumstances.</li> <li>• Ability to meet the needs of pupils who need help to overcome barriers to learning</li> <li>• Able to act quickly and effectively to deal with any situations</li> <li>• Manage accordingly the confidentiality of information concerning individual pupils, including the ability to use discretion</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of action planning and target setting.</li> <li>• Knowledge of other support services available to pupils</li> </ul>	<p>Application Form</p> <p>Interview</p> <p>Performance of task</p>





	<p>in circumstances of disclosure.</p> <ul style="list-style-type: none"> <li>• Ability to contribute to the monitoring and review of pupil progress, working closely with teachers and parents/carers.</li> <li>• Excellent skills of listening, questioning, negotiation and reflection</li> <li>• Able to act quickly and effectively to deal with any situations</li> </ul>		
<p><b>Suitability to work with children, young people and vulnerable adults</b></p> <p><b>Issues relating to safeguarding and promoting the welfare of children, young people and vulnerable adults</b></p>	<ul style="list-style-type: none"> <li>• Motivation to work with children, young people and vulnerable adults</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults</li> <li>• Emotional resilience with challenging behaviours</li> </ul>		<p>Interview References</p>
<p><b>Special Requirements</b></p>	<ul style="list-style-type: none"> <li>• Car owner with full driving license</li> <li>• Flexibility in work pattern may be required occasionally</li> </ul>		<p>Interview Application</p>

