



Organisation:	Watergrove Trust
Academy:	Wardle Academy
Section:	Associate Staff
Location:	Birch Road, Wardle, Rochdale, OL12 9RD
Job Title:	Raising Standards and Curriculum Intervention Mentor
Scale:	Grade 6, points 19-22
Hours	36 hours 15 minutes, term time only plus 2 weeks

Watergrove Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

RESPONSIBILITIES

The postholder must:

- Perform his/her duties in accordance with Equal Opportunities Policies.
- Ensure that the Trust's commitment to public service orientation and care of our customers is provided.
- Be able to render regular and efficient service to undertake the duties of this post.

PURPOSE AND OBJECTIVES OF THE ROLE

- Facilitate successful academic progress development and behaviour attitudes for students.

Safeguarding

- Fulfill responsibilities and obligations in relation to safeguarding.

Financial

- Resources

Relationships (not exhaustive)

Headteacher	Senior Leadership Team	Teachers	Parents/Carers
Students	Associate Staff	Visitors	External Agencies

Values and Behaviours

The Wardle Way:

W - Well-being

A	-	Ambition
R	-	Respect
D	-	Diversity
L	-	Leadership
E	-	Excellence

Wardle Academy has high expectations of students and staff and we expect our employees to be aware of, and apply these values and behaviours at all times.

Principal Responsibilities

- Student participation in The Wardle Way.
- Modelled presence.
- Providing intensive curricular support in a range of subjects with a priority on English and mathematics to ensure targeted students achieve across the curriculum.
- Supporting identified students to access the academic curriculum in the most effective way, appropriate to their needs and understanding.
- Assisting and supporting the delivery of the curriculum.
- Promoting the inclusion of all students.
- To work within and promote an integrated services framework.
- Developing and recording individualised action plans for students who have been identified as requiring targeted support, taking into account any other plans already developed for mentees, including, as appropriate, regular one-to-one discussions for the academic support or advice.
- Monitoring and recording mentee's progress, keeping detailed records of progress towards identified goals and specific outcomes and assisting in the effective and speedy transfer of mentee's student information between phases.
- Maintaining regular contact with the families/carers of mentees as appropriate and encouraging positive family involvement in the learning process (including home visits where deemed appropriate by the line manager); supporting mentees and their parents/carers through any transition process.
- Promoting the ethos of the academy with regard to standards of behaviour, dress code, punctuality and attendance.
- To support the successful learning and participation of targeted students across a range of education activities.
- To liaise with parents/carers, Social Services, LA officers, staff in other schools and other outside agencies as required.



- Provide regular reports to facilitate ongoing student development and improvement of raising standards.

SECONDARY DUTIES

- Uphold the professional standards expected of every member of Trust staff in all dealings with colleagues, students, parents/carers and the wider community and adhere to the principles expressed in the aims of the Trust.
- To participate in programmes of training when required. Actively contribute to the continued development of the Trust by attending training, participating in relevant meetings when required. To demonstrate a commitment to self-review and professional development.
- To demonstrate unconditional positive regard to all students in the academy at all times
- To undertake training to provide First Aid cover as required.
- Be aware of and comply with policies and procedures relating to child protection, health & safety and security, confidentiality and data protection, reporting all concerns as appropriate.
- To support and participate in a team working across the Trust, including working within other areas/schools as required in the light of operational needs of the Trust and to facilitate the career development of the post holder.
- The postholder's duties must at all times be carried out in compliance with the Trust's Equal Opportunities Policy and other policies designed to protect employees or service users from harassment.
- Take reasonable care of the health and safety of self, other persons and resources whilst at work.
- Cooperate with management of the trust as far as is necessary to enable the responsibilities placed upon the trust under the Health and Safety at Work Act to be performed, e.g. operate safe working practices including both mental and physical wellbeing.
- It is the duty of the postholder not to act in a prejudicial or discriminatory manner towards anyone. The postholder should counteract such practice or behaviour by challenging or reporting it.
- Play a full part in the life of the Academy community, supporting our ethos and values encouraging staff and students to follow this example.
- Support the Academy and the Trust in meeting our legal requirements for worship.
- Actively promote the Academy and Watergrove Trust corporate policies.
- Any other activity commensurate with the role as directed by the Headteacher or their designate.

Job Description Prepared by: _____ Date: _____

Postholder Signature: _____ Date: _____



This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the post holder

Watergrove Trust Person Specification			
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Organisation :	Watergrove Trust		
Academy:	Wardle Academy	Post:	Raising Standards and Curriculum Intervention Mentor
Section :	Associate Staff	Grade:	Grade 6 (points 19-22)

Note to Applicants:

Essential Criteria (E) are the qualifications, experience, skills or knowledge that you **MUST SHOW YOU HAVE** to be considered for the job.

There are a range of methods by which this information can be obtained. The ‘*How Identified*’ column illustrates how the Trust will obtain the necessary information about you.

For example: Where (AF) is indicated next to an *Essential Criteria* you **MUST** include details relating to this aspect in your **Application Form**. You must include examples from either paid or voluntary work. Do not leave gaps in employment.

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Criteria	Essential (E) or Desirable (D)	How Identified: AF Application Form I Interview C Certificate
Qualifications		
A good standard of general education	E	AF, C
Well-developed Maths and English skills (by qualification or experience)	E	AF,C
Knowledge, Ability & Skills		
The importance of safeguarding/child protection when working in a school setting	E	AF, I
ICT literate (including digital technology)	E	AF, I
Experience of working with young people	E	AF,I
Experience of using data to monitor and track student behaviours	D	AF, I
Professionally develop other colleagues	D	AF,I
Work effectively within a team environment, understanding roles and responsibilities	E	AF,I
Monitor and evaluate student development	E	AF,I
Continually develop and extend own working practices	E	AF, I
Promote a positive ethos and role model attributes	E	AF, I
Use initiative and work independently as required	E	AF, I
Excellent organisational, administrative and time management skills	E	AF, I



Ability to establish and maintain positive working relationships	E	AF, I
Communicate effectively with staff and students	E	AF, I
Ability to write clearly and accurately	E	AF, I
Ability to motivate enthuse and inspire staff and students	E	AF, I
Teamwork and the sharing of best practice	E	AF, I
Demonstrate impact and presence	E	AF, I
A growth mind-set and commitment to life-long learning	E	AF, I
Enthusiasm and pride in your work	E	AF, I
Appropriate appearance and presence	E	AF, I
Sense of humour	E	AF, I
Application		
Readability and evidence of care	E	AF
Specific application to Wardle Academy, our philosophy and values	E	AF
Originality	E	AF
Values and Behaviours		
The Wardle Way:	E	AF, I
W - Well-being		
A - Ambition		
R - Respect		
D - Diversity		
L - Leadership		
E - Excellence		
Please confirm that you are willing to adhere to these values		
Special Working Conditions		
Requirement to undertake First Aid Training and provide first aid cover as necessary, participating on the rota of provision.	D	AF, I
Full Driving licence	D	AF, I
All posts require satisfactory pre-employment checks including enhanced DBS clearance prior to appointment	E	
You will be expected to at times work outside normal working hours to participate for example supporting Art Events, Open Evenings, Parent/Carer Evenings as and when required.	E	AF, I

