



Transforming Lives

EDUCATIONAL TRUST

Sixth Form Learning Coach

Recruitment Pack October 2024

Contents

Section	Page
About Transforming Lives Educational Trust	
Why work for TLET?	
About the role	
How to visit and apply	
Job Description	
Person specification	

About Transforming Lives Educational Trust

Our History

The Transforming Lives Educational Trust (TLET) was established in October 2016 and is a Charitable Trust and Company Limited by Guarantee. TLET grew out of a partnership between a high performing secondary school and primary school in Rugby, Warwickshire. The desire to work together arose from continuing population growth in the local community, our belief that we can shape and influence practice wider than our current schools, and the desire to provide the community with more high-quality school places. The Trust is set to grow over the coming years and currently comprises of two secondary-phase academies, Ashlawn School and Houlton School, and two primary-phase academies, Henry Hinde Infant School and Henry Hinde Junior School. Currently we are responsible for approximately 2400 children and young people and, along with the Trust's Central team, 350 employees and £13m of public money annually.

Our Vision

We believe in the transformative power of learning and its singular ability to broaden horizons, deepen perspectives and extend potential.

Our family of academies will be recognised as the most forward-thinking and innovative organisations within the communities they serve, providing a springboard for our children, young people and staff so that they become exemplary citizens who strive to stretch their potential and become transformers in a diverse and ever-changing world.

Our Strapline

Transforming tomorrow, today.

Our Standards

One team, one goal

- ◆ We are totally united and committed to improve life chances.

Best daily deal, everyday

- ◆ We have the highest expectations for all, in all, from all, always.

No excuses

- ◆ We see it, own it, sort it.

Community First

- ◆ If it's important to you, it's important to us – we care.

Our Values

Tend the team – *listening to, sharing with, and learning from others so that we nurture the potential of all (loyalty)*

Reach for excellence – *only comparing ourselves to the best – seeking to match and then surpass it (excellence)*

Utilise innovation – *seeking forefront thinking and creativity, and leading the change (courage)*

Seize success – *holding onto our vision and building on our achievements (tenacity)*

Thank as you go – *recognising the contribution of others to the Trust's successes (kindness)*

Our Academies



Our Team

Without exception, everyone is deeply committed to the very highest outcomes, regardless of their role, recognising the strength of collective contribution and effort.

Leaders

Academy leaders, driven by exceptional Principals, focus relentlessly on pupils and their outcomes, with everything else as peripheral. They are restless in their leadership, seeking ever better ways to improve in a culture of success. They do what it takes to make the difference.

Central team leaders, motivated by an inspiring Executive, lead high performing teams who add value to our academies by providing the environment in which others thrive. They unburden academy leaders, enabling them to keep the main thing, the main thing – pupil outcomes.

Governance, for our academies and for the Trust, is robust, rigorous and proportionate, providing professional support and challenge so that leaders strive to the limit of what is possible with a sharp focus on outcomes and excellence.

Our leaders never allow the urgent to distract them from the important, navigating a clear route to long-term success.

Teachers

Our teachers are highly effective in the classroom, both in the uncompromising quality of their teaching and in the perceptive and individualised attention they give to pupils. They are passionate about the subjects they teach and dedicated to the children in their care. Our teachers are carefully recruited and expertly supported to make sure they, like our pupils, are always at the top of their game.

Support Staff

Our support staff are the backbone of our organisation and are specialists in their areas of responsibility. Like our teachers, they are well-trained and highly effective at ensuring the smooth operation of our Trust day in, day out.

Our Aims

1. Our children achieve more, and make better progress, by attending a TLET academy than would otherwise be expected.
2. Others hold our academies, and the Trust, in the highest regard.
3. Our accommodation and premises are safe, well maintained and with facilities that are constantly improving.
4. Infrastructure and management systems are effective and cohesive, underpinned by sound financial management.
5. Our Trust operates at least seven academies, with due regard to growing responsibly, sustainably and with a mix of primary and secondary phased academies.
6. The welfare of our children and staff is promoted effectively in a safe environment where they are protected from harm.

Why Work for TLET?

At TLET, we want to be an employer of choice for our employees.

We believe that the children and young people in our care deserve the very best staff who are highly effective at what they do. We want our employees to take great pride and satisfaction in their work. This means that one of our fundamental priorities is to ensure that all of our employees feel valued, knowing that the role they fulfil is vital to transforming the life chances of others. Put simply, we are loyal to our employees and receive their loyalty in return.

Comprehensive Induction

When joining TLET, you will have access to a detailed induction programme which is designed to ensure you feel confident in your new role from your first day with us. This is led by our HR team in partnership with your line manager and focuses on our culture, safeguarding, site orientation, key people and TLET expectations, among other things. We know the importance of a great start for our children and young people when they join one of our academies, so we place just as much importance on the way new employees transition into TLET.

Tailored Training

We believe in giving our children and young people the best daily deal. To this end, all of our employees have access to individualised performance development programmes and tailored training to ensure we are all restless in our pursuit of excellence. We work with respected training providers such as ECM Consultants, Challenge Partners and our own TLET Education Improvement Service, harnessing a blended training platform of virtual and face-to-face sessions.

Tending the Team

At TLET, we recognize that working in schools is extremely rewarding, but we haven't lost sight of the fact that it is often challenging and burdensome. All our employees have access to our TLET wellbeing offer to promote your mental and emotional wellness. This centres around a suite of staff provision such as bitesize online wellbeing training to help maintain work-life balance, free access to professional counselling and even shopping vouchers! In short, we take care to care.

TLET Central Team

As an employee at TLET, you will benefit from our extensive and expert Central Team who are based in Rugby making them highly accessible and responsive. The Central Team deliver leadership, finance, estates, business operations, SEND, HR and IT expertise to our academies with the intention of making it easier for others to do their job. Our Central Team work in partnership with our academy leaders to ensure that support is tailored to the needs of each academy.

Furthermore, we follow the School Teachers' Pay and Conditions Document, the National Joint Council guidelines and recognize continuity of service for all employees joining TLET to ensure that our employees are looked after well compared with others in different settings.

About the Role

Thank you for your interest in the position of Sixth Form Learning Coach at Ashlawn School.

This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. The pack aims to answer all of your initial questions, but if not, please do not hesitate to contact us. It is extremely important to us that you feel comfortable and confident to proceed with your application as we aim to make the very best appointment possible.

So, who are we looking for?

Ashlawn School wishes to appoint a Sixth Form learning coach to work with Sixth Form students in the study hub guiding and supporting their independent study. This includes working with groups and individuals, supporting their learning and enabling them to transition effectively between main school and Sixth Form studies. This role will play a key part in supporting student engagement, attainment and achievement and attitudes to learning and education.

The post is very rewarding and is ideal for people who have experience in working with young people.

Candidates should have:

- Experience of working with groups of students would be beneficial
- Experience of liaising with staff from a range of academic disciplines
- Experience of presenting to groups of students
- Strong personal organisation skills
- Experience of university applications
- Experience of providing for the care, safety and welfare of pupils
- Experience of using ICT effectively
- Very good communication skills and an ability to work within a team

Why work for Ashlawn School?

- A large, outstanding bi-lateral school committed to supporting all members of the school community to succeed
- Ashlawn is an oversubscribed, outstanding school, well respected within the local community and rated as in the top 15% of schools nationally by the Real Schools Guide
- You'll be working within a community of passionate, committed colleagues who genuinely support each other.
- A staff wellbeing team implements various strategies to boost staff engagement including various activities, events, conferences, including Research Ed held at Rugby School, and many other staff benefits
- Excellent opportunities to develop and grow in the successful and expanding Transforming Lives Educational

Trust, a growing Multi-academy Trust based within the local community

- To be part of an 11-18 provision with opportunities to teach in the sixth form

What next?

We want to hear from you if you are as excited as we are about this fresh opportunity within our successful and growing Trust. In return, we can offer the right candidate the chance to work within our innovative and forward-thinking Trust as well as offering excellent professional development and progression.

We encourage you to consider the information in this pack carefully and use it to picture yourself within the role at Ashlawn School. Should you wish to discuss any element of the pack in more detail, please don't hesitate to contact us. We look forward to receiving your application.

How to Visit & Apply

Please read the information in this pack. If you are interested in this job opportunity, please apply by downloading the application form from our website [website \(www.tlet.org.uk\)](http://www.tlet.org.uk). Completed application forms should be emailed to careers@tlet.org.uk or posted to:

HR Department (Careers)
c/o Houlton School
Signal Drive
Houlton
Rugby
Warwickshire
CV23 1ED

If you have any questions about the role or would like to visit Transforming Lives Educational Trust or one of our Academies, please don't hesitate to contact us by emailing careers@tlet.org.uk or selecting option 1 on our telephone menu – 01788 593900.

If you decide to apply you should include a supporting statement with your application form (either in the application or as a covering letter) on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to the Trust.

Please do not send a general letter; we are really looking for someone who is prepared to respond to us as an individual Trust. You can be sure that we will take time and care in reading your letter; we appreciate how much time and energy goes into writing it.

**Timeline may be subject to change*

Recruitment Timeline*	
25 October 2024	Position advertised
8 November 2024	Closing date for applications (9am)
8 November 2024	Final Shortlisting and contact with candidates References will be requested at this stage
11 November 2024	Final Panel Process



Job Description

Location:	Ashlawn School, Rugby
Job Title:	Sixth Form Learning Coach
Salary:	NJC Pay Range 8 NJC17 (£28,770.00 FTE) – NJC22 (£31,364.00 FTE) Actual Salary: £24,828.84 - £27,067.49
Contract:	Full Time, Term Time + 7 days Permanent
Start date:	ASAP
Responsible to:	KS5 Leader
Responsible for:	N/A

MAIN ROLE AND RESPONSIBILITIES:

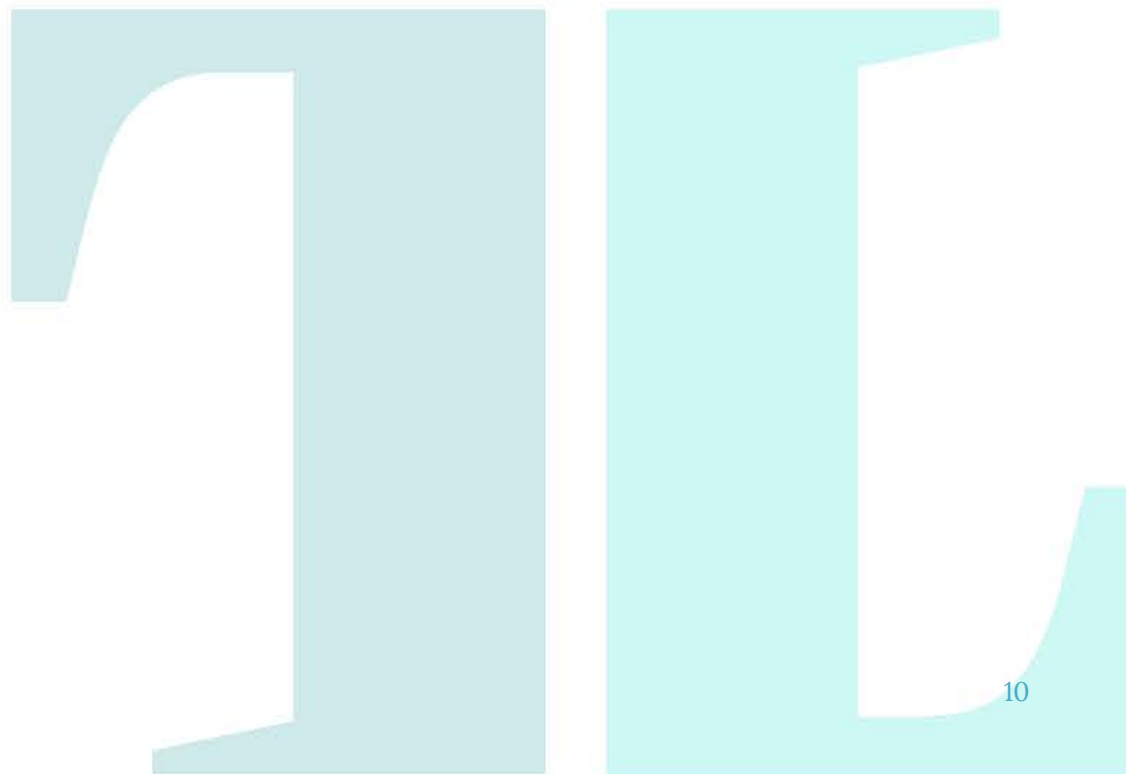
- Ensure the study area in the Sixth Form Study Hub is quiet and suitable for learning
- Ensure students are working independently and on task whilst in the Sixth Form study hub.
- Liaise with Heads of Department regarding any students working in the study area and implement any actions accordingly
- Liaise with teachers to support students and receive emails from teachers regarding work to be completed. Support students to complete the work set. Offer advice on next steps regarding learning
- Work with SEN students when they are in the study area
- Help students develop revision techniques
- Develop independent learning strategies for students in the Sixth Form
- Develop and deliver Year 12 study programme sessions
- Develop and deliver a study programme for Year 12 Induction Day
- Deal with behavioural issues in general in the study hub and to issue behaviour sanctions to those students who breach behaviour guidelines. Ensure behaviour sanctions are documented.
- Register sixth form students in the study hub
- Issue and monitor chromebooks
- Answer timetable queries for students and staff
- Ensure uniform standards are maintained
- Fill out report cards for sixth form students
- Deal with university queries from sixth form students and update university prospectuses ensuring students have information for course choices.
- Support individual students writing their personal statements for UCAS
- Ensure all pupils have equal access to opportunities to learn and develop

- Arrange learning displays predominately in the sixth form learning centre but may include other areas if required.
- Monitor and provide for the care, safety and welfare of pupils
- Use ICT effectively to advance learning and develop pupil' competence and independence in its use.
- Contribute to the overall ethos/work/aims of the school

This job description sets out the duties and responsibilities of the post at the time it was drawn up.

Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all children and young people.



Person Specification

Job Title:	Sixth Form Learning Coach
Reports to:	Key Stage 5 Leader

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all staff, children and young people and to be committed to promoting diversity and inclusion.

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualifications/ Training	<p>Maths & English GCSE 4 (C) or above</p> <p>Degree level education or equivalent in an appropriate subject</p> <p>Training in behaviour management</p>	<p>Training in child protection and safeguarding</p>
Experience	<p>Understand and experience of ICT as a learning tool</p>	<p>Experience of working in an education setting (desirable)</p> <p>Experience of teaching</p> <p>Mentoring 1 on 1 with students (revision techniques, organizational skills)</p>
Knowledge/Skills (Ability to)	<p>Ability to understand the UCAS process and some understanding of entry to higher education.</p> <p>Good communication and listening skills and able to present information, verbally and in writing</p> <p>Able to take responsibility for an area of learning/development</p> <p>Able to organise and lead activities for parents and/or children</p> <p>The ability to develop professional relationships with students at post 16</p> <p>Able to exercise initiative and independent action</p>	<p>Working knowledge of relevant policies / procedures / codes of practice / legislation, including Data Protection and Child Protection</p> <p>A good working knowledge of computer software packages including Microsoft Word, Excel and Outlook</p>

	<p>Be pro-active in offering ideas and contribute to whole school review</p> <p>High expectations of students in their work ethic and independent study</p> <p>Able to adapt teaching styles to the needs of groups or individual pupils</p>	
Personal Qualities	<p>Calm</p> <p>Confident</p> <p>Flexible</p> <p>Reliable</p> <p>Professional and confident</p>	

All posts within TLET are subject to pre-employment and vetting checks, including reference checking and enhanced disclosures checks with the Disclosure and Barring Service (DBS).

