



Application Pack

For post of Learning Support Assistant (Key worker) (Full time)



APPLICANT INFORMATION PACK

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BACKGROUND INFORMATION

Brymore is a state boarding academy for boys situated in its own beautiful grounds of 60 acres in Cannington, near Bridgwater. In 1951 Somerset County Council purchased the estate at Brymore for £6,600 and following extensive repairs and alterations it was opened as a Secondary Technical School in September 1952 for boys aged 13 - 17. Today, Brymore is a sponsored academy and is part of the Bridgwater College Multi-Academy Trust. From September 2014, the academy extended its age range to admit boys from the age of 11 and we reached capacity in September 2015.

Brymore is at an exciting period in its history. There has been a rapid rise in examination results over the past six years with Brymore moving from the bottom 5% nationally to the top 20% in value added terms. Maths and English have consistently achieved value added scores placing in the top 15% of the country with DT results also exceptionally high. There has been considerable investment with £7 million going into new buildings - £3 million into new boarding houses which opened in January 2009, over £1.5 million into new classrooms and laboratories which opened in September 2008, a further £2 million refurbishment project of the main boarding house and over £0.75 million in a new dining hall, kitchens and horticultural facilities which opened in April 2015. It is a delightful and special place to work with young people and we are now the most over-subscribed school locally.

The four corner stones of the Brymore experience are the farm, gardens, workshops and sport - plus, of course, the fact that it is a boarding school. Brymore has excellent facilities. It has a 110 acre farm including its own dairy herd, beef, pigs, sheep and chickens. It has extensive horticultural facilities including a one acre walled garden, glasshouses and each boy has access to his own plot. We have three workshops, a forge and a CAD/CAM room so that boys can work with a variety of materials. Boys enjoy a wide range of sports including the traditional rugby, hockey, cricket and athletics. They also have access to an outdoor pool and mountain bike track both within the school grounds.

There are currently over 320 boys on roll, as of September 2018 and 128 of these are boarders. However, even the out-boarders board when on a "duty" week. (This involves milking or feeding at 6.30 am, then School, then duties again at 4.00 pm). All the boys help on the farm and in the gardens. Many of the boys come from a land based background. As a State Boarding School parents pay modest boarding fees and the state pays for the education. Our half terms are kept short (six weeks maximum) to ensure that boarders – and staff - get adequate rest and time at home. From September 2018, we have moved from a six to a five day week, with lessons taught on a Monday to Friday, with six Saturdays a year, for 'special' events such as the Harvest Festival. Teaching time is concentrated over 34 weeks, giving eighteen weeks holiday a year, in line with many independent schools. This pattern of short, focused terms, with longer holidays works well for families.

The pastoral system at Brymore comprises three houses, Galsworthy, Taylor and Walker. Each has a Head of House and tutors who lead Vertical tutor groups. The rewards system is well established and is of great importance to the ethos of the school. We have an assembly three days

Brymore

experience to last a lifetime

a week, with two tutorials and the Monday gathering is chiefly given over to the embodiment of the reward system. Certificates and awards are presented along with sports results and items of good

news. Each term the results of inter-house fixtures are added to merits, commendations, attendance and other data to produce the result for the FOBSA Trophy (Friends of Brymore School Association). Through this and other means, we actively seek to reward each boy for their endeavour and skill. We do not give rewards for the sake of it, but the system is remarkably good at finding something to celebrate in each boy.

Brymore is also about student development as well as academic success, so the context is one of encouraging the best in boys who frequently, have not thought of themselves as successful at school. We change that by finding out what they are good at, by building self-esteem and confidence and by encouraging them to live by our own three Rs - Resilience, Resourcefulness and Responsibility. We expect boys to be polite, courteous, to be able to hold a conversation and to mix well with people they do not know.

At present there are three classes in each Year Group of approximately 70 students, giving class sizes of 20-25 boys. Most boys study Agriculture, Horticulture and Resistant Materials/Engineering at Key Stage 4. However, we will also allow boys to meet the requirements of the English Baccalaureate and to follow a more academic pathway should they wish. Results have traditionally been high in value added terms, with a number of departments performing in the top five in Somerset.

The school comprises of three boarding houses, each holding up to 50 students. Two staff are assigned to, and live in each house, with duty staff and Assistant Houseparents running activities and Prep in the evenings. A senior member of staff is always on call, including overnight. The Head of Boarding oversees the school's boarding facility. Many activities are run in the evenings, so that boys are occupied at all times. Friday afternoons are taken up with activities, including rugby, hockey, farm, gardens, golf and hill walking. Many boys go home on Friday evening, usually leaving a maximum of 30 boys who remain in at the weekend, before all boys return Sunday night/Monday morning.

The School underwent a complete change in Senior Leadership Team seven years ago and has made significant changes to improve the attainment of the boys. The focus is very much on Raising Achievement and we are proud of the consistently high value added scores produced by the boys. In 2018 Ofsted rated the school as 'good' in all areas and highlighted leadership as a strength, in recognition of the rapid progress and pace of change and the sustained strong ethos of the school. Results at the academy have improved exponentially, with good data and in many areas, outstanding achievement. Meanwhile, the support of parents is exceptional, with 92% recommending the school in a recent Ofsted survey. As a member of staff you will get to know parents well through many of our functions held throughout the years such as the Harvest festival service, Christmas carol service, sports day and swimming gala.



Brymore Academy and Bridgwater and Taunton College Trust

Brymore converted to an Academy in September 2013. This formed part of our drive to continually improve the future of the school, which opened in 1952 as one of the first 'Technical Schools' in the country. Our aim is to be a centre of excellence, both vocationally and academically, building on the legacy of the past, whilst delivering the innovative education of the future.

Brymore is part of the Bridgwater and Taunton College Trust which consists of a group of schools, both primary and secondary, from the Sedgemoor area sponsored by Bridgwater College, who are working together to maximise student achievement and opportunity. The Bridgwater College Trust plays a key role in challenging and supporting each Academy and consists of Bridgwater College Academy, Hamp Academy and West Somerset College. It provides stability, direction and accountability, whilst enabling Brymore to play to its strengths. Our emphasis on traditional values and the development of resilience, resourcefulness and responsibility continues to be at the heart of all that we do. At the same time, the Academy structure provides us with an opportunity to work in partnership with Bridgwater and Taunton College and other schools, share resources and expertise and strive to get the best for all our boys. We are able to draw on the skills and experience developed at Bridgwater and Taunton College, through being rated as an 'outstanding' college by Ofsted for the past 12 years and the College is also able to offer support to the curriculum through the Cannington Centre, as well as the college as a whole. The School and College already have a working relationship and the Trust is enhancing the synergy between them. The distance between the School and the Cannington Centre means that there is huge potential to ensure best use of all resources. The College can provide support to develop teaching and learning, extend curriculum opportunities for the students and build partnerships for staff development.

Academy status gives Brymore the freedom to be innovative and creative with the curriculum, timetabling, staffing and governance. It is an exciting opportunity to build on recent successes and create an inspirational school that will transform learning, extend opportunity and raise expectations. We have the freedom to focus teaching and resources where improvements are really needed. Thus, we set the highest aspirations for student achievement providing a curriculum that is challenging, relevant, innovative and sufficiently flexible to engage pupils of all abilities. The Academy is responsible to the Academy Trust which ultimately answers to the Secretary of State for Education. The Trust provides a structural solution that helps to build capacity, providing opportunities for both staff and students. It is building on the improvements already made by strengthening governance, broadening leadership and management and providing a framework for long-term support.

Together we aim to build a Centre of Excellence, specialising in academic achievement, innovative technology and Land Based Studies.

February 2020

Dear Applicant

Thank you for your interest in the position of fulltime learning support assistant (Key worker) at Brymore Academy. It really is a fantastic and unique place to work and I hope having read all of the information, and maybe visited us, you will feel it is the right school for you. If not, then I wish you luck in any future applications.

Brymore has consistently delivered high value added/progress results for the past six years and I genuinely believe it has the potential to thrive and become one of the most successful academies in the country. The boys themselves make the Academy what it is, and you will find them polite, well-mannered and motivated to do well. I am also lucky to have loyal and hard-working staff. The governors and trustees have a wealth of experience and play an exceptionally active and supportive role within the Academy. The grounds, brand new teaching block and boarding accommodation, 110 acre farm, one acre walled garden, workshops, forge, outdoor pool and the excellent views of the Quantocks are all added bonuses.

I took over as Headteacher at Brymore in 2010, following the retirement of Malcolm Lloyd who had been at the school for seven years. He was responsible for £6 million worth of development, creating excellent facilities. In September 2011 I was able to appoint virtually a brand new leadership team, who embraced the challenge of transforming the school with vigour and enthusiasm. Vicky Davis is the Deputy Headteacher, in charge of teaching and learning/ curriculum; Luke Winter is the Deputy Head for Pastoral Care. Rob Watts joined the school in April 2012 and is Head of Boarding. Staff describe the 'buzz' of Brymore, the sense that we are moving forward and building our own future. In the last six years the school has moved from the 96th percentile for pupil progress to the top 15% of schools nationally. English consistently has the best progress in Somerset and has regularly been in the top 5% of schools nationally, with Maths also having been in the top 5%. Results in Agriculture, Technology, Science, Engineering and Horticulture have also been outstanding.

In September 2014, the academy admitted Year 7 boys for the first time, reaching our capacity in September 2015. In fact, we are now oversubscribed, with four applicants for every place. This is a unique opportunity to join a successful team of staff with a proven track record of school improvement. I am looking for people with drive and determination, who demand high standards from themselves and others and who share my vision that there is no ceiling to the success that the boys at Brymore can achieve.

We are looking for a committed Learning support assistant (key worker) who has a passion for supporting students with additional learning needs and embraces the ethos of the school which is that the boys come first. You will have a drive to improve students' learning experiences and a determination that every single boy should achieve his best. You will need to be prepared to give time, acting as a role model in proving the value of a positive work ethic and above all, showing that you care. You should also have the potential to be an outstanding practitioner who consistently adds value to the students you work with. The Learning Support Department is a vibrant and thriving part of the school. Ofsted recently said it was 'a strong and improving department' it prides itself on providing students with the support they need to be happy and nurtured learners. The team is headed by Michelle Craig (SENCo) who is passionate and determined to secure the best possible outcomes for all our SEN boys. Second in department is Dawn Carter, who has strong relationships with the boys and experience of working with students with complex needs and supporting students with social and emotional needs. With regard to the rest of the team, in all honesty, we have fantastic Learning support assistants, who are thoroughly respected by all the boys and staff and who are committed to putting boys first.

If you wish to apply for this exciting post then please complete the application form. The closing date for applications is midday on Friday 6th March 2020.

Should you wish to visit the school at any time then please contact Mrs Julie Vearncombe at the School who can arrange a visit. Should you wish to discuss this post further, you can contact Vicky Davis (Deputy Headteacher) on 07730 218897 or myself on 07730 218898.

Yours sincerely



MARK THOMAS
Headteacher



BRYMORE ACADEMY

Terms and Conditions

Conditions of Service

Full conditions of employment are set out in a Statement of Terms and Conditions of Employment which will be issued to the successful candidates.

Fitness for Employment

The successful candidate will be required to complete a medical questionnaire which may result in a check by the Occupational Health Physician. A criminal record check is also required via the disclosure procedure.

Salary

Salary is paid on the last working day of each month. Starting salary will rise with annual incremental progression to the top of the scale.

Annual Leave

Brymore is in session for 34 weeks per year. No annual leave will be granted during term-time.

Equal Opportunities

Brymore Academy is committed to the promotion of equal opportunities and is dedicated to non discriminatory policies and practices and to eliminate unfair discrimination on any basis. Therefore, no candidates will be discriminated against on the grounds of age, gender, marital status, racial origin, disability, sexual origin or religious or political beliefs.

Safe Recruitment

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and visitors to share this commitment. This post requires a criminal record check via the disclosure procedure.

Criminal Record Check

The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of certain old offences when asked about their criminal record as they maybe defined as 'spent'.

Applications

Applicants for the post need to write a letter of application and complete an application form and return to the school office by Midday on 6th March 2020.