



Ballakermeen High School

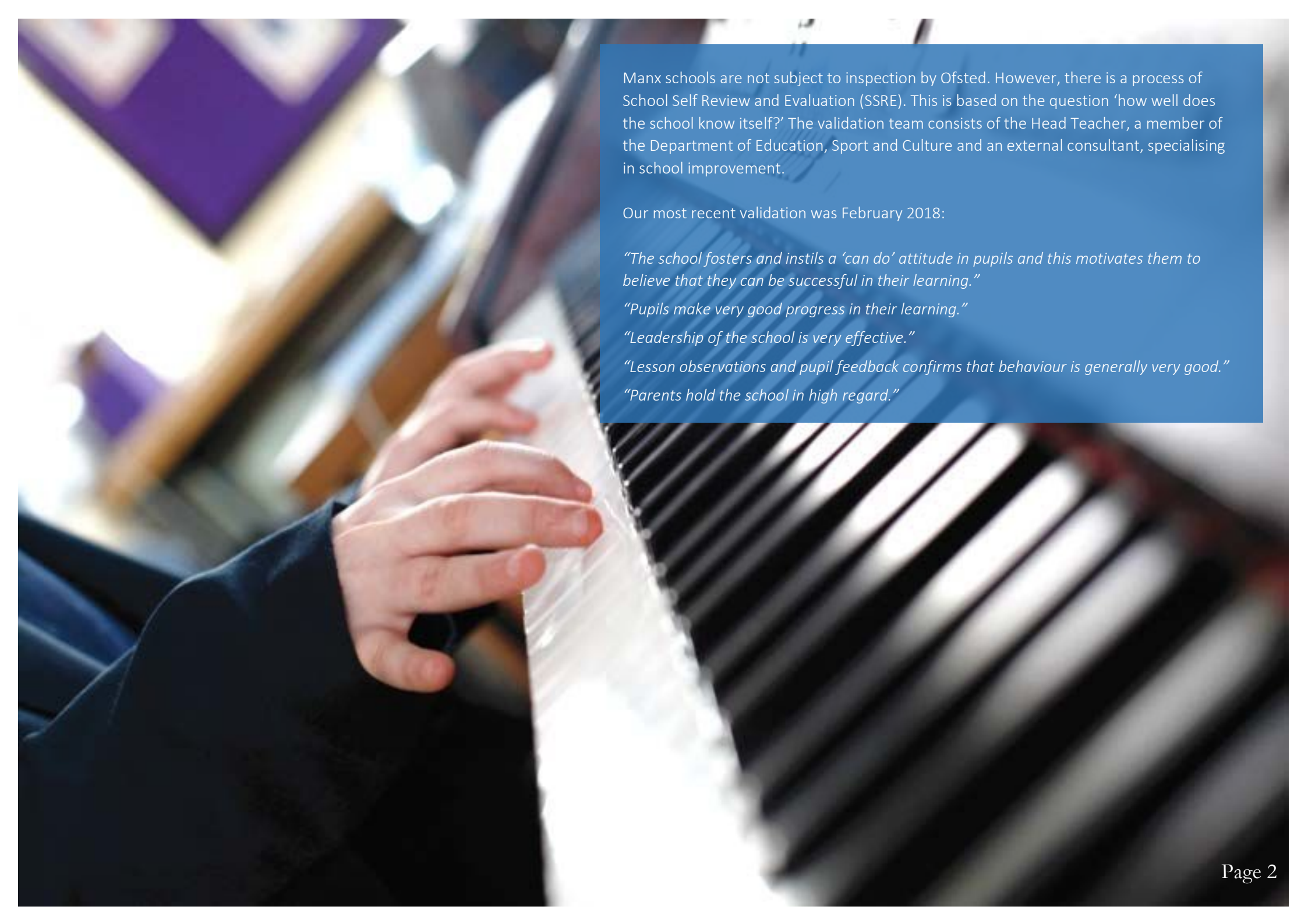
**Passionate about Learning
Passionate about Achievement**

Head Teacher: Adrienne Burnett MA (Ed.) NPQH
St Catherine's Drive, Douglas, Isle of Man, IM1 4BE
Tel: (01624) 648700

**Required for
Easter 2019**

**Behaviour Support Teacher
MPG**





Manx schools are not subject to inspection by Ofsted. However, there is a process of School Self Review and Evaluation (SSRE). This is based on the question 'how well does the school know itself?' The validation team consists of the Head Teacher, a member of the Department of Education, Sport and Culture and an external consultant, specialising in school improvement.

Our most recent validation was February 2018:

"The school fosters and instils a 'can do' attitude in pupils and this motivates them to believe that they can be successful in their learning."

"Pupils make very good progress in their learning."

"Leadership of the school is very effective."

"Lesson observations and pupil feedback confirms that behaviour is generally very good."

"Parents hold the school in high regard."

The Post

We wish to appoint a dedicated, experienced and skilled teacher to work with students with complex behavioural and learning needs, helping them to reduce barriers to learning. A key part of the role will be support staff and students with practical strategies to enable them to work successfully in our fully-inclusive environment.

You will have high expectations and a passion for engaging learners. Working closely with the SENCo, you will bring knowledge and experience of working with young people.

We can offer:

- An excellent professional development support programme
- Housing allowance of £200 per month for off-island candidates
- A vibrant and creative environment

For further information, contact: Adrienne Burnett, Head Teacher
Adrienne.burnett@sch.im, leaving your contact details.

Details of how to apply are overleaf. I realise how much time and effort is required in making an application and thank you in advance, should you decide to proceed.

Yours sincerely,



Head Teacher



How to apply

The closing date for applications is Monday 4th February
Shortlisting will take place on Tuesday 5th February
Interviews will be held the following week.

Please complete an online application form at:
www.gov.im/personnel. (click on jobs)

Please do not submit more than three sides of A4 (with a minimum of size 10 point font).

Using elements of the Job Description and Person Specification, write a supporting statement to provide examples of:

- Why you want the post
- Your experience to date
- How you would contribute to the school's extra-curricular programme

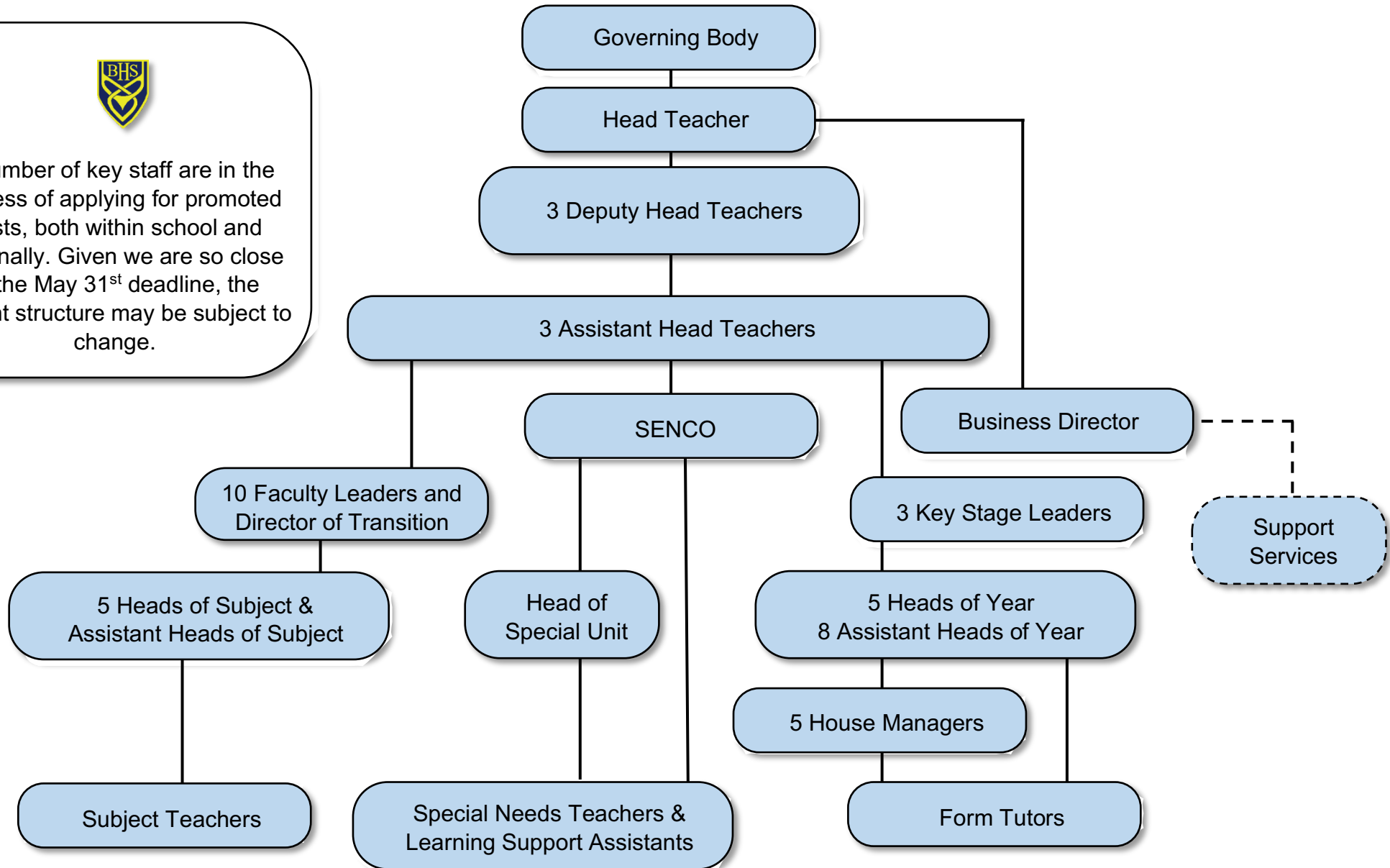
Top performing subjects in 2018:

SUBJECT:	A* - C
English Language	79.1%
English Literature	96.4%
Computer Science	74.4%
Drama	100%
Economics	81%
French	80%
GCSE PE	87.8%
German	87.5%
ICT IGCSE	75.7%
Media	77.4%
Music	100%
Performing Arts	100%
RE	98.2%

Our Staff Structure



A number of key staff are in the process of applying for promoted posts, both within school and externally. Given we are so close to the May 31st deadline, the current structure may be subject to change.



Our School

Located on one site, we are the largest school on the island with 1543 students on roll. Our Sixth Form has over 300 students, undertaking academic courses Post 16. We are able to offer up to 29 subjects.

The Year 7 intake for September will be in the region of 260. Students are set for most subjects within equal ability bands. Student numbers remain buoyant and we anticipate that our total number on roll will remain at 1600+ over the next few years.

The Isle of Man Department of Education has responded positively to the growth of the student population and we have benefitted from an impressive building programme. The overall GCSE pass rate of 5 A* - Cs for 2018 was 70%. 5 A* - C incl. English and Maths is 56%. Both statistics are significantly above predictions based on CEM data for this cohort. At 'A' Level the A - E pass rate is 100%. The academic standards of the school are rising each year thanks to the hard work and commitment of the staff. However, we continue to challenge any under-achievement. The continual improvement of teaching and learning is always a priority in our school improvement plan.

Manx schools offer a 'fully inclusive' education and all schools have special units for SEBD and MLD children. In addition, at Ballakermeen, we cater for students with sensory impairments, English as an Additional Language, or those requiring 'nurture' provision.

There is a strong tradition in the arts and sporting activities. Staff give freely of their time, providing extensive opportunities for students to participate in activities, foreign visits and exchanges. We have developed strong links with China through our sister school, No 1 High School, Liuyang. Our Confucius Classroom, the first in the Crown Dependencies, opened in July 2015, offering Mandarin lessons to all schools and our island community.

The pastoral care is organised through a horizontal year system. Currently the Head of Year 7 stays with that year group on a two or three year basis to oversee liaison from partner primary schools, as well as Year 7 Induction, whilst the Heads of Year 8 to 11 follow their groups through the school. Each Head of Year is assisted by a Deputy Head of Year. There is a dedicated Sixth Form Pastoral Team with a Key Stage 5 Leader and four Deputy Heads of Sixth Form.

We make full use of Education Support Staff who work with students in the classroom, as well as in specific subject areas.

The curriculum, from age 5 - 18 years, is based on the learning dispositions of the 6Rs: readiness, resilience, resourcefulness, relationships, remembering and reflection.

Historically, the Isle of Man followed the English examination system. An island-wide consultation was undertaken in 2014 and the decision was made to move the island's five secondary schools to the Cambridge IGCSE, an internationally recognised qualification.

With the Cambridge specifications, 65% of exam entries allow for the inclusions of some coursework or practical element. If a subject can show compelling reasons not to use the Cambridge Board, they are allowed to use an alternative, WJEC, which also offer A* - G grading. Vocational opportunities, including BTEC and a pilot scheme in SQA (Scottish exams) are also available.

Schools are free to choose the A Level exam boards they wish to follow.

Ethos and Aims

We are passionate about learning and passionate about achievement.

Our school provides a safe and supportive environment founded on high expectations, mutual respect and enjoyment of learning.

The values outlined below provide the foundation for all we hope to achieve in our dealings with our students. Access to a broad, balanced, relevant and engaging curriculum is the right of all students. This will enable them to develop their potential abilities as individuals and as members of society.

Specifically we endeavour to:



Values

- Celebrate our diversity and recognise everyone has a path of personal development.
- Encourage all students to take a pride in themselves, their school and their island.
- Take pride in nurturing strong partnerships with parents and our community.
- Create and maintain a stimulating learning environment in which everyone feels valued.

Aims

- Promote the values of the school.
- Encourage all students to become responsible members of the school community and society.
- Raise levels of achievement for all students.
- Ensure that everyone respects the needs and differences of others.

Objectives

- Continue to improve the quality of teaching and learning.
- Ensure students are taught how to learn and how to reflect on their learning.
- Encourage students to be independent and lifelong learners.
- Ensure the professional development of all staff so that it impacts positively on the quality of learning.
- Further develop the effective use of interactive technology.
- Develop curricular structures to ensure that all opportunities for individuals are maximised.



Job Description

Title of Post: Behaviour Support Teacher
Salary Grade: Main professional Grade
Responsible to: SENCO

Employment Duties:

This job is to be performed in accordance with Isle of Man Department of Education, Sport and Culture's Terms and Conditions of Service for Teachers' document (2014) together with Appendices of the Isle of Man DESC's Teaching Standards. The range of duties is clearly stated in the documents relevant to the post-holder's title and salary grade.

Relationships:

The post holder is accountable to the Head Teacher who will delegate some responsibilities via the school's line management structure.

Accountabilities of the Post:

To fulfil the role of class teacher working alongside other colleagues from the school, displaying high expectations of the academic work and behaviour of students, and in compliance with the policies of the school and the Department of Education, Sport and Culture.

Job Responsibilities:

You will be expected to:

- Provide 1:1 and small group support for students who are disaffected, reluctant learners, or struggling to engage with education. This includes planning and delivering intervention sessions based on individual student needs
- Set up and be responsible for keeping records of the work undertaken with the students and the impact that this work has had on their learning, engagement and progress.
- Work with the SENCO and the Inclusion Team to advise staff on the best possible approaches to be used when dealing with the students concerned
- Liaise regularly with mainstream staff at early intervention meetings to update on progress and make decisions on referrals
- Communicate with parents, carers, teachers, tutors, support staff and the inclusion team
- Form links with and signpost students to support agencies
- Work collaboratively with colleagues to ensure the effective planning and delivery of intervention strategies
- Be an excellent communicator with appropriate interpersonal skills in order that clear and consistent messages are given to students and staff in difficult situations
- Be highly motivated and able to see what needs to be done without direction, planning provision and activities for the student accordingly to meet their needs
- Mediate between the students, parents, carers and staff

Teaching:

Teachers are expected to:

- Plan and teach lessons to the classes they are assigned within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
- Participate in arrangements for preparing students for external exams.
- Participate in the pastoral system of the school by being a Form Tutor.

Whole school organisation, strategy and development:

Teachers are expected to:

- Contribute to the development, implementation and evaluation of the school's policies, practises and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or students' development to secure co-ordinated outcomes.

Health, Safety and Discipline:

Teachers are expected to:

- Promote the safety and well-being of students.
- Maintain good order and discipline among students.

Communication:

Teachers are expected to communicate effectively and professionally with students, parents and carers.

Management of staff and resources:

Teachers are expected to:

- Direct and supervise support staff assigned and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers.
- Deploy resources delegated.

Professional development:

Teachers are expected to:

- Participate in arrangements for the personal appraisal and review of performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for personal training and professional development and, where appropriate, that of other teachers and support staff, including induction.

Working with colleagues and other relevant professionals:

Teachers are expected to collaborate effectively and professionally with colleagues and other relevant professionals within and beyond the school.



Person Specification

Evidence by Application Form or Supporting Statement

Secondary School Teacher	Essential/Desirable	Means of Assessment
Degree qualification	E	A
Subject teaching qualification	E	A
Evidence of further study/training	E	AI
Experience		
Relevant experience of working within a mainstream education environment.	E	AO
Substantial experience of working with students or young people who are vulnerable or disaffected	E	AIO
Experience of dealing with difficult and challenging behaviour	E	AI
Knowledge, Skills & Knowledge		
Be an innovative and reflective practitioner, able to work constructively as part of a team, and on your own	E	AIO
Ability to foster constructive relationships with, and gain the confidence of, young people, parents/carers and colleagues	E	AI
Ability to vary teaching and learning styles	E	IO
Up to date knowledge and understanding, based on experience, of how to engage young people	E	I
Sound and efficient administration skills, including the ability to work under pressure and meet deadlines	E	I
Set high professional standards by personal example	E	O
Willingness to be held accountable through a rigorous performance management system and hold others to account to ensure consistency and high standards	E	I
Other		

Isle of Man worker	D	IO
Enthusiasm, energy and optimism	E	AIO
An excellent communicator who will work effectively with all stakeholders	E	AIO
Police Check	E	I
Act in a professional manner	E	AIO
Warmth and approachability	E	IO
Be consistently available for after school hours duties, such as compulsory parents' evenings (where attendance is compulsory for all staff)	E	I

Key: Application, Interview, Observation

Safeguarding:

The Department of Education, Sport and Culture is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff are required to undertake training with regard to the safeguarding and welfare of children and young people and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.

All staff have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact and to adhere to, and ensure compliance with, the Safeguarding Children Board Child Protection procedures and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children School/Service, they must report any concerns to the designated Safeguarding lead in their area or to the department's Child Protection and Safeguarding Officer.

The contents of this job description may be reviewed and updated as necessary to ensure that it remains accurate and complete. All changes will be made in discussion and with the agreement of the Head of Service or designated Officer.

TEACHING ON THE ISLE OF MAN



- 33 miles long and 13 miles wide.
- 227 square miles in total land area.
- 85,888 population.
- 382 people per square mile.
- 40% of the Island is uninhabited.

- The Isle of Man is independent and free from UK Government legislation.
- Currently, the Department of Education, Sport and Culture will meet 70% of the expenses necessarily incurred in transporting the recruit, partner and any dependant children and their personal, household and other effects, including one motor vehicle, to the Isle of Man.
- Where the recruit has a UK mortgaged property, which is for sale and for which no rental income is received, and is paying either rent or mortgage on an Isle of Man property, assistance to a maximum of £500 per month for a maximum of two years may be granted. A housing allowance for rental properties may also be available.
- Education and teachers highly regarded by the community.

Transport Links

There are regular flights to the island from numerous airports in the UK and Ireland (Liverpool 20 minutes, Manchester 30 minutes, London 50 minutes, Dublin and Belfast 40 minutes).

Alternatively, you can travel by boat. For more information please visit:

www.locate.im

www.gov.im/airport

www.steam-packet.com



Contact

Ballakermeen High School
St Catherine's Drive
Douglas
Isle of Man
IM1 4BE

Tel: (01624) 648700

Email: bhsenquiries@online.sch.im

www.ballakermeen.com