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St Peter's School  
St Peter's Road  
Huntingdon  
PE29 7DD



## Job Application Pack

# Inclusion Support Worker

School: St Peter's School

Salary: £18,659

Contract: Permanent, Part Time 32.5 hours

Start date: December 2023

Application closing date: 30/11/2023

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### Welcome from the CEO



We are delighted you are interested in joining one of the Academies in our Trust.

The Cam Academy Trust is a community of schools in and near South Cambridgeshire and Huntingdon which offers 'Excellence for All' students from aged 3 to 18 in 11 schools incorporating pre-school, primary phase, secondary and sixth forms.

School years are a critical period of all our lives as we develop the skills, knowledge and behaviours needed to become successful members of our communities. We want all young people proceeding through all our schools to become capable, caring and confident.

All within The Cam Academy Trust are committed to giving all our pupils the very best grounding that we can through exceptional teaching and learning and outstanding pastoral support.

Each of our academies has its own Principal or Headteacher who works with their own team of high-quality staff and these staff also work with each other to share best practice to ensure our pupils are well educated and well cared for.

Our over-arching purpose is simple: we want to secure educational excellence for all with our Academies working at the heart of and serving their local communities.

A handwritten signature in black ink that reads "S. Munday".

Stephen Munday CBE

## About our Trust

The Cam Academy Trust, originally The Comberton Academy Trust, was formed in 2011 to oversee the conversion of Comberton Village College to academy status in the first instance. With growing emphasis on academies working together in formal partnerships, the Trust quickly changed to become a multi-academy trust so that more schools could join and work closely with us.

As this partnership developed it was only right that the name changed with it as further schools/academies joined, including from the primary as well as secondary phase of education. The Comberton Academy Trust was renamed 'The Cam Academy Trust' – a clear statement that the Trust is greater than the sum of its parts.

The Trust currently comprises seven primary phase schools and four secondary schools, two with Sixth Forms. We are excited that a third Sixth Form is due to open at Cambourne Village College in 2023.

Our Primary phase schools are: Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Jeavons Wood Primary School, Cambourne, Offord Primary School, Offord D'Arcy, Hartford Infant and Pre-School, Hartford Junior School and Thongsley Fields Primary and Nursery School, Huntingdon. Bourn Primary Academy joined as the first Associate Member in 2021.

Our Secondary schools are: Comberton Village College (and Comberton Sixth Form), Cambourne Village College, Melbourn Village College and St Peter's School (and Sixth Form), Huntingdon.

The Trust strives for 'Excellence for All' and at the heart of this are six core principles which drive everything it does.

These are:

The Excellence Principle – Education must be of the very highest standard

The Comprehensive Principle – Education must be for all kinds and abilities

The Broad Education Principle – Education must incorporate a broad range of subject areas and personal development

The Community Principle – Every Academy must be at the heart of its local community and serve it well

The Partnership Principle – Each Academy must seek to work positively in partnership with others for mutual benefit

The International Principle – The curriculum inside and outside the classroom must have a clear international dimension.

## Benefits

We offer the following benefits, designed to promote your wellbeing and make your time with The Cam Academy Trust satisfying and rewarding.

### Core benefits

- Holiday – Up to 30 days' paid holiday a year plus bank holidays for full time non-teaching staff (statutory leave for teaching staff)
- Paid leave – enhanced sick pay, maternity pay and adoption leave pay (linked to service) and paid leave for unforeseen personal situations
- Pension – a generous defined benefit pension with the Local Government Pension Scheme or Teachers' Pension Scheme
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme)

### Health and wellbeing

- Employee counselling and support – free, independent 24/7 help and advice for work-related issues, as well as problems affecting your home life
- Wellbeing groups – arrangements may differ from school to school (secondary school staff)
- Environment – good working environment with excellent facilities (facilities may differ from school to school)

### Professional development

- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff

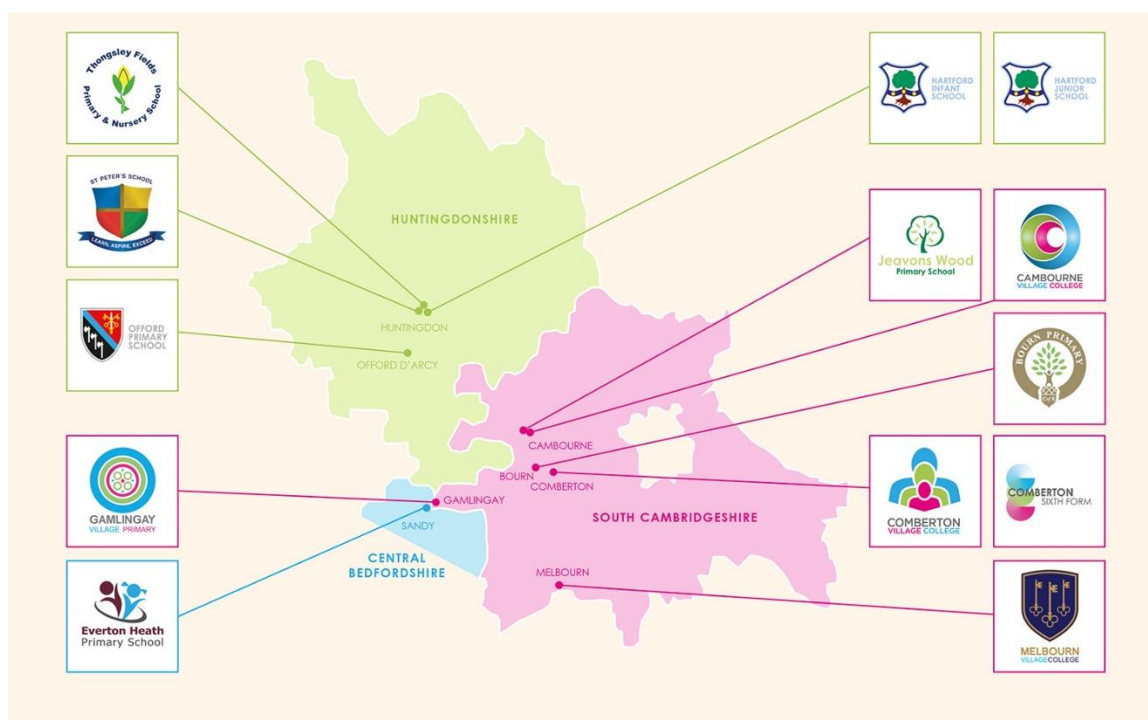
### Employee discounts

- Car parking – free and on-site
- Hot drinks – tea & coffee making facilities provided for all staff
- Cycle-to-work scheme – save £££ on a new bike and accessories
- Subsidised membership to the [Chartered College of Teaching](#) (teaching staff)

### Work-life balance

- Flexible working – all staff can make a request to work flexibly
- Teacher cover - We have Cover Supervisors reducing the amount of cover required by teachers and PPA periods are on timetables and not used for cover purposes (school teaching staff)

## Our Schools



### Comberton Village College & Comberton Sixth Form



Comberton Village College is a thriving community of approximately 1800 students, including 500 in the Sixth Form which was added to the school in 2011.

It was established in 1960 as part of Henry Morris' vision for schools being village colleges at the heart of their community and not just places for children to learn. It has a vibrant Adult Education department as well as an on-site Sports and Arts Centre, including a full-size artificial football pitch and spacious performance hall. Current improvements to the much-extended site include the installation of a £multi-million ground-source heat pump to move away from the use of oil.

### Cambourne Village College

Cambourne Village College opened as a Free School in 2013 as the first new village college in Cambridgeshire for 30 years. It serves the community of Cambourne, a group of villages located between Cambridge and St Neots.

It has been repeatedly grown since its inception and now has plans for further expansion to include a sixth form from 2023 and further capacity to match growing demand for families moving into Cambourne West, the fourth of the villages it serves. It, too, offers extensive arts and sports facilities for community use.

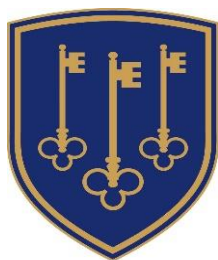


<https://www.stpetershuntingdon.org/> Recruitment email [recruitment@stpetershuntingdon.org](mailto:recruitment@stpetershuntingdon.org)  
Telephone number 01480 459581



It was the first school in the Trust to equip its students with iPads, an initiative now being rolled out across the Trust.

### Melbourn Village College



**MELBOURN**  
VILLAGE COLLEGE

Melbourn Village College is the smallest and oldest of the village colleges in the CAT community. With around 600 students in Years 7-11, it still offers an innovative curriculum with Mandarin taught to all from Year 7 with the option to take the language at GCSE level and, recently, at A Level in conjunction with Comberton Sixth Form.

Melbourn is undergoing considerable investment and improvement with a new artificial pitch that opened in late 2021 and work due to start on upgrading classrooms in summer 2022.

### St Peter's School, Huntingdon

St Peter's School is located in the heart of Huntingdon and offers a nurturing and supportive environment for around 1400 students from a diverse multi-cultural catchment.



The school joined the Trust in 2016 and has undergone significant change with Ofsted now rating it as a 'Good' school. There has also been major investment in its buildings and infrastructure with a complete refurbishment of the Sixth Form and more work was completed in Summer 2023.

### Everton Heath Primary School



**Everton Heath**  
Primary School

Located just over the Bedfordshire border, Everton Heath is the smallest school in the Trust with just over 70 students. However, the installation of two new classrooms in 2021 has given it capacity to grow.

It has joined forces with larger neighbours, Gamlingay Village Primary (less than two miles away) and the second smallest Trust school, Offord Primary, in a new collaborative West Village Partnership. It is a catchment school for Comberton Village College.

Everton Heath Primary School is part of the newly formed West Village Partnership.

### Gamlingay Village Primary

Established as a full primary school by the Trust in 2018 from Gamlingay First School, it was relocated to the former middle school site following a major upgrade to the existing buildings.

It is now a thriving school for more than 380 pupils and includes specialist primary provision for students



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Telephone number 01480 459581

on the autistic spectrum, many of whom go on to Comberton Village College's similar secondary offering as Comberton is the school's designated 11-16 provider.

Gamlingay Village Primary School is part of the newly formed West Village Partnership.



### Hartford Infant and Preschool

Renamed in early 2022 to reflect the addition of a bespoke preschool, the team are proud of their caring, secure and purposeful environment to nurture youngsters at the start of their educational journey.

The school shares a site with the Junior School in a suburb of Huntingdon and most pupils make the natural transition across the playground before going on to St Peter's, allowing them the full educational experience within the Trust.



**HARTFORD**  
JUNIOR SCHOOL

### Hartford Junior School

Hartford Junior School has two-form entry at the start of Key Stage 2 with the majority switching from the Infant School next door.

Rated 'Good' at their first inspection since joining the Trust in 2017, they are proud of their progress in recent years, based on their ethos of 'effort, encouragement and excellence'.

### Jeavons Wood Primary School, Cambourne



Jeavons Wood is one of four primary schools located in the growing South Cambridgeshire community of Cambourne and is a feeder school for Cambourne Village College.

It has more than 400 pupils in a modern, airy building constructed 10 years ago and works unswervingly to support all their pupils both socially and academically.



**OFFORD**  
PRIMARY  
SCHOOL

### Offord Primary School

The newest full members of the Trust, Offord joined in 2019 and undergone significant changes with a new headteacher and the recent collaborative partnership with Gamlingay and Everton Heath.

They are the first primary school in the Trust to obtain enough iPads for every pupil after securing a generous donation from a local charity which supports education in Offord D'Arcy and Offord Cluny.



Offord Primary School is part of the newly formed West Village Partnership.

## Thongsley Fields Primary & Nursery School, Huntingdon

Thongsley Fields Primary & Nursery School was created in 2003 from separate junior and infant schools built to serve families on the Oxmoor estate in Huntingdon. They joined the Trust in 2018 and with a new headteacher are developing grand plans for their curriculum., their grounds and the provision and support for pupils and their families.

Like Hartford Junior School, they are a partner primary for St Peter's School with whom they share a Governing Body.

## Bourn Primary Academy

Bourn Primary Academy, a single form entry Church of England school, became the Trust's first associate members in September 2021, cementing an already close relationship with both Comberton and Cambourne Village Colleges, which it lies between.

All the Trust's services are available to Bourn, which is in the Comberton catchment, and they now work closely with all the other schools and staff across the Trust, sharing experiences and best practice.



## Safeguarding Children and Young People

The Cam Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check and other relevant pre-employment checks.





## The Vacancy

**Inclusion Support Worker**  
**Salary Scale 4 point 7 £24,294 FTE (Actual £18,659)**  
**Term time plus 5 days**  
**Working hours: 8.15- 15:15 (32.5 hours per week)**  
**Required – December 2023**

**Contract – Permanent subject to successful completion of probationary period**

Join Our Team at St Peter's Alternative Provision - Empower Young Lives!

Are you passionate about making a profound impact on the lives of young people who need it the most? Look no further! St Peter's School Huntingdon, as part of The Cam Academy Trust, is seeking an exceptional Inclusion Support Worker to join our dedicated team at St Peter's Alternative Provision.

At St Peter's, we take pride in our inclusive approach, providing a nurturing environment for students with behavior and/or learning needs. As an Inclusion Support Worker in our Alternative Provision, you will play a pivotal role in supporting students who may struggle to meet the behavior expectations of mainstream classes.

Your dedication will be key in helping these young individuals reengage successfully with their education and become positive members of society in the future. By fostering an approachable and patient nature, you will create a safe and supportive space for students to thrive both academically and socially.

Key Qualities of our Ideal Candidate:

- Ability to support the learning and behavioral needs of students with empathy and understanding.
- A positive, proactive, and professional approach to inspire and motivate young learners.
- Excellent interpersonal skills and emotional intelligence to connect with both students and fellow staff members.
- Minimum of 5 GCSE grades, including English and Maths.
- Energetic and enthusiastic about working with students with a broad range of needs.
- Flexibility, resilience, and adaptability to cater to individual student requirements.
- Willingness to participate in PE activities will be an advantage.
- Capability to lead engaging small group lessons, nurturing students' growth.

By joining our team at St Peter's Alternative Provision, you'll be part of an esteemed Inclusion Faculty, and we proudly offer a variety of professional development opportunities to further enhance your skills and potential for career growth.

Embrace this incredible opportunity to make a significant difference in the lives of young learners who deserve the chance to thrive. Apply now and be a catalyst for positive change in our vibrant and inclusive school community!

For an application pack, please visit our website [www.stpetershuntingdon.org](http://www.stpetershuntingdon.org) and follow the vacancies link or email [recruitment@stpetershuntingdon.org](mailto:recruitment@stpetershuntingdon.org)

The closing date for receipt of applications is **midday on 30<sup>th</sup> November 2023**.  
Please note that we do not accept CVs.  
shortlisted candidates may be subject to online searches as part of due diligence checks

***This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check, satisfactory references to the school and a medical questionnaire.***



## About Us

Welcome to St Peter's School. We work together with our students to make sure every individual has the best chances of success, now and in the future. We trust our young people to be responsible and positive members of society which is why we encouraged them to define our ethos.

Our students identified 3 key areas that they felt defined a high quality education. **Learn, Aspire & Exceed**. With these shared, common goals, staff and students collaborate to create a high quality learning environment.

### Learn

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Our staff and students were unanimous in learning being the focus of our school. This covers the academic knowledge and skills needed to make rapid progress but importantly also covers much wider range of opportunities for students to develop their character, resilience and abilities.

### Aspire

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We want our students to leave St Peter's ready to make a positive impact. Our Careers Education, Information and Guidance (CEIAG) widens students experience and broadens their horizons in terms of future educational and employment opportunities.

### Exceed

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Our students do not want to succeed; they want to do better. They want to exceed what is expected of them in every part of their lives. We are proud to celebrate their successes and to prepare them to lead excellent lives.

### Background

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We hope that you will join the nurturing partnership between staff, pupils and parents which gives our school the right environment for students to make the most of their learning.

Through our unique combination of care and academic challenge, we are making sure that our students maximise their learning opportunities within a safe and secure environment and are delighted that Ofsted agree we are taking great strides towards these goals, rating St Peter's as 'good' in October 2022.

At St Peter's we are committed to providing a positive learning environment in which every student can achieve his or her best. Every single adult at St Peter's has the same purpose – to support our young people to become successful adults of the future. We have high expectations and aspirations for all of our students and we work to prepare them fully for the future beyond school, recognising, nurturing and celebrating individual skills and talents.

## Job Description

<b>POST TITLE:</b>	Inclusion Support Worker
<b>HOURS WORKED:</b>	Working hours: 8.15- 15:15 (32.5 hours per week), Monday to Friday, term-time plus 5 days
<b>SALARY:</b>	Salary Scale 4 point 7
<b>RESPONSIBLE TO:</b>	Alternative Provision Manager
<b>PURPOSE OF JOB:</b>	<ul style="list-style-type: none"> <li>• Foster, and encourage and expect others to foster, the school's ethos (Learn Aspire Exceed) in all our stakeholders at all times.</li> <li>• Supporting students within The Inclusion Faculty</li> </ul>

### **SAFEGUARDING**

- Responsible for the safeguarding of students who are under their immediate care, following relevant school policies, reporting concerns promptly (including Health and Safety)
- Safeguarding the mental health and wellbeing of students and staff

### **MAIN RESPONSIBILITIES:**

- Lead small group lessons within the Inclusion Faculty
- Supporting in offsite Alternative Provision activities
- Meeting and mentoring students in one: one capacity
- Liaising with other staff to ensure that students have the best bespoke educational packages.
- Communicating with parents/carers about day to day issues for students on Alternative Provision pathways.
- Implementing the school's Behaviour Policy in lessons to ensure child protection, good order, discipline and the maintenance of health and safety.

### **Supporting students**

- To assist students to learn as effectively as possible in class, group and individual situations.
- Establish a supportive relationship with students, promoting a positive role model
- Encourage and support the integration of the students into the class
- Promote and reinforce the student's confidence and self-esteem
- Guide students on task and build motivation
- Support students socially during the school day, supervising students at break and lunchtime when necessary.

### **Supporting the Assistant Head Teacher for Inclusion**

- Under the direction of the Assistant Head Teacher for Inclusion carry out pre-determined tasks to support student learning.
- Assist in the day to day running of a safe, healthy and enjoyable environment.
- To assist in the development, implementation and review of individual student timetables/program
- Assist in the preparation of learning environment
- To contribute and support student review meetings

**Supporting the school**

- To liaise, advise and consult with other members of the team, supporting the students when asked to do so
- Develop effective working relationships with parents and staff
- To attend relevant in-service training
- Understand school policies and procedures including those relating to confidentiality
- To be responsible for promoting and safeguarding the welfare of students
- Attend and actively participate in Inspire meetings and staff meetings.
- Act as an extension of the school's pastoral system by supporting students and their wellbeing and report any concerns to Assistant Head Teacher for Inclusion
- Deliver lessons to small groups of students

**Participating in performance management and professional development activities.**

This will include:

- Participating in the school's arrangements for performance management.
- Participating in arrangements for further training and professional development, including attendance at professional training days.

In addition to the responsibilities described above, to carry out any other duties of a similar nature at the reasonable request of the Head Teacher.

This Job Description will be subject to regular review and any changes will be made in consultation with the post holder. The aim will always be to reach agreement on any changes but, if agreement is not possible, the Governing Body reserves the right to make the changes following consultation.

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



## Person Specification

Criteria	Essential	Desirable
<b>QUALIFICATIONS</b>		
5 GCSE'S including English and Maths to Grade C	x	
<b>EXPERIENCE AND SKILLS</b>		
Experience with working with children or young people	x	
Working with students with SEND in a school environment		x
Liaising with other professional colleagues		x
<b>INTERPERSONAL SKILLS</b>		
To be committed to the Every Child Matters agenda.	x	
Support individual children or small groups of children with Special Educational Needs in the academic and social activities of the school.	x	
Supportive approach to school ethos, policies and activities.	x	
Establish and maintain supportive relationships with individual students or small groups to ensure they understand and can achieve tasks	x	
Effective communication skills.	x	
Under the direction of the class teacher, carry out predetermined tasks to support student learning.	x	
Help with the care and support for students	x	
Support inclusion in the classroom, ensuring all pupils feel involved with tasks and activities.	x	
Be able to lead lessons	x	



