

# Isolation Manager

## Recruitment Pack

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## Principal's Welcome Letter



Dear Applicant,

Thank you for taking the time to find out more about this opportunity to work with us at the University Academy of Engineering South Bank. This recruitment pack gives you information about the role and the school which will help you in completing an application.

The University Academy of Engineering (UAE) is a happy school with high standards of behaviour where students feel safe and secure. Our teachers build strong relationships with every individual student, they nurture their personal growth and through carefully designed experiences support them to become confident, ambitious and socially responsible young men and women.

We have thought hard about what we need to teach and how we need to teach it. Through our curriculum students explore a rich body of knowledge across a broad range of subjects. We supplement this with an extensive enrichment curriculum of contextualised projects, educational visits, lectures, community work and a range of additional clubs and societies.

The importance of developing STEM (Science, Technology, Engineering and Maths) skills in schools has been well documented in the media over recent years but here at UAE we feel passionately that the confidence and creative mind-set that the Arts engender in our students is equally crucial to their development. To this end, we are proud to be a STEAM school where cutting edge technology, an exciting Arts curriculum and strong teaching all help our students develop the knowledge, skills and confidence needed to enable them to fulfil their ambitions and make their mark on the world.

Our students are given significant opportunities to make decisions about their learning in lessons and in the enrichment activities they participate in. We know how important it is for students to take

ownership of their education as it increases their engagement in it. Our commitment to this is implicit in our statement that in our school you 'Create your future'. We are sponsored by London South Bank University (LSBU) and this partnership provides our students with an extensive range of activities and support throughout their time at our school.

As a teacher at UAE you will become part of our Professional Learning Community. Through this you will take ownership of your own professional development and benefit from collaboration with your colleagues across the school.



John Taylor  
Principal

### **Advertisement**

#### **University Academy of Engineering**

#### **Isolation Manager**

**Reporting to: Leader of Student Services**

**Type of Contract: Permanent – Term time only**

**Salary Range: £22,472 to £25,502 Pro-rata, depending on experience**

Actual pay will be in the range £19,252 to £21,847

**Deadline for applications: Monday 18<sup>th</sup> June**

**Interview: Thursday 21<sup>st</sup> June**

We are looking to appoint an ambitious and driven Isolation Manager to join our team. This is an exciting opportunity allowing you to be at the heart of shaping the future success of the school.

University Academy of Engineering South Bank is a rapidly growing, mixed 11 - 18 school located in the heart of London. The school opened in September 2014 and is sponsored by London South Bank University. The school is part of the South Bank Academies Trust.

Our school is a safe haven where every child enjoys their own journey of discovery, creativity and imagination and develops a love for their learning. The students leave our school not just with qualifications showing their academic success, but also with the capacity to think clearly and deeply, a desire to act with integrity and to show kindness and empathy to others, and with the character and experience they need to thrive in the world.

As Isolation Manager you will be responsible for the management and supervision of students in the isolation room along with their rehabilitation and reconciliation with staff and other students.

#### **We are looking to appoint someone who:**

- has a passion for working with young people and the impact this can have on their lives.
- has a range of high quality organisational skills and a commitment to continually strive to improve and develop these skills.
- has imagination and is able to take the initiative in developing ideas.
- is engaged in current issues, ideas and research around behaviour management in school.

- is able to set out and articulate a coherent vision for how internal isolation can support the learning and behaviour around the school and also how it can provide opportunities for the modification and improvement of student's behaviour.
- has highly developed inter-personal skills who can develop and maintain effective working relationships with a wide staff, parents and students.

## **Job description**

- To manage and supervise internal exclusion.
- To carry out administration pertaining to internal exclusion.
- Maintain appropriate standards of behaviour in the room in accordance with school policy.
- To liaise with the Leader of Student Services in regards to internal exclusion referrals.
- Conduct interviews with students in the facility to ensure they are aware of the procedures and required standards and to reinforce the reasons for the sanction.
- Maintain appropriate records of discussions with students, reporting to the relevant staff.
- To communicate to staff the daily internal exclusion register.
- To provide half termly statistical reports and analysis on internal exclusion referrals.
- To maintain accurate records and update the school information management system (SIMS) with accurate information regarding internal exclusion.
- To develop programmes of work for student to complete during internal exclusion in liaison with Heads of Departments so that student learning is maximised.
- To develop restorative practices in an attempt to modify and improve behaviour and improve relationships between students and staff. Complete exit interviews with students, complete the appropriate records and communicate with staff.
- Challenge and motivate students to promote and reinforce high levels of self-esteem.
- Liaise with colleagues to ensure students in the facility are provided with appropriate and sufficient work and that completed work is conveyed to relevant staff.
- Communicate set work to students and offer help and guidance as required.
- To lead parts of meetings specific to internal exclusion and behaviour management strategies.
- Support student management strategies and policies of the school and undertake additional duties (when student have not been referred) e.g. Parking, in-class behaviour support, student mentoring.

## Person Specification

Essential	Desirable
<b>Qualifications and background</b>	
<ul style="list-style-type: none"> <li>• GCSE grade C or higher in English and Maths</li> </ul>	<ul style="list-style-type: none"> <li>• 'A' level or equivalent qualifications</li> <li>• Degree level qualification</li> <li>• Knowledge of the range of additional support and agencies available to students</li> <li>• Relevant training and qualifications for working with children aged 11 to 18</li> </ul>
<b>Relevant Experience</b>	
<ul style="list-style-type: none"> <li>• Experience of working with children aged 11 to 18</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with disaffected students</li> <li>• Experience of working in a secondary school setting</li> </ul>
<b>Personal values and skills</b>	
<ul style="list-style-type: none"> <li>• Commitment to the values of the University Academy of Engineering South Bank</li> <li>• An understanding of the impact an outstanding school can have on the whole community</li> <li>• Enthusiasm, energy and dedication for the role</li> <li>• A range of high quality organisational skills and an attention to detail.</li> <li>• Good interpersonal and collaborative working skills.</li> <li>• Effective and appropriate communication skills for a wide range of audiences</li> <li>• Appropriate use of ICT and an interest in developing this</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of giving advice and guidance to young people in a professional capacity including the place of confidentiality and sharing information</li> <li>• A clear understanding of the factors which lead to educational disaffection in young people</li> <li>• Knowledge and understanding of strategies to remove barriers to learning in young people</li> <li>• Patience, resilience, tolerance and a genuine understanding of the difficulties that students may encounter with their school and home life</li> </ul>

## **Disclosure**

This position is exempt from the Rehabilitation of Offenders Act (1974). As such, shortlisted candidates will be required to declare full details of any criminal background, regardless of whether the conviction is spent, and the Academy will be required to apply for a standard or enhanced disclosure (a criminal records check) from the Disclosure and Barring Service in relation to the successful candidate.

A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and whether this is the case, will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work, the circumstances and background to the offence(s). The same procedure will be followed for Academy staff applying internally for a vacancy.

Further information about the Disclosure scheme can be found at: [www.gov.uk/db](http://www.gov.uk/db) Copies of the DBS's Code of Practice and the Academy's Recruitment Policy for posts requiring disclosure are available on request.

## **Safeguarding recruitment statement**

The University Academy of Engineering South Bank is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments will be made subject to an enhanced Disclosure and Barring Service (DBS) clearance.

**Type of Contract:** Permanent – Term time only

**Salary Range:** £22,472 to £25,502 Pro-rata, depending on experience  
Actual pay will be in the range £19,252 to £21,847

## **5. Information for Candidates**

### **Equal opportunities**

The University Academy of Engineering South Bank recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the school's commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all school members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction;
- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
- To promote good relations between individuals from different groups.

### **Applicants with disabilities**

University Academy of Engineering South Bank is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact the HR Department [Komal.Bassi@uaesouthbank.org.uk](mailto:Komal.Bassi@uaesouthbank.org.uk)

### **Travel expenses**

The school will reimburse reasonable travel costs, for example standard class rail fare, to and from interview within the United Kingdom if agreed in advance.

### **Response**

We very much regret that due to limited resources and the large number of applications we currently receive; we are only able to inform short listed candidates of the outcome of their application.

If you do not hear from us within four weeks of the closing date, please assume that you have been unsuccessful on this occasion. We would like to assure you, however, that every application we receive is considered in detail and a shortlist only drawn up after careful reference to a detailed person specification.

If therefore, your application is not successful, we hope that you will not be discouraged and will still apply for other suitable vacancies at University Academy of Engineering South Bank as and when they are advertised.

Thank you for your interest in the University Academy of Engineering South Bank.



## **6. How to Apply**

**Closing date:** Monday 18<sup>th</sup> June

**Interviews:** Thursday 21<sup>st</sup> June

### **Informal Discussion:**

Applicants, who wish to have an informal discussion about the role can contact John Taylor, Principal on 020 7277 3000 or via email [john.taylor@uaesouthbank.org.uk](mailto:john.taylor@uaesouthbank.org.uk)

### **Applying:**

If you wish to apply for this post please complete the TES online application form together with a letter of statement (no more than two sides of A4) telling us why you wish to be considered for the post.