



Academies Trust



Our Educare staff make a real difference to the lives of young people with Special Educational Needs and Disabilities in our academies, by providing high quality care to pupils and exceptional support for learning activities.

Integral to ensuring that our young people achieve their full potential, our Educare staff have a dual role by working closely with Classroom Teachers to secure an outstanding education and learning experience for pupils and also providing medical and therapy interventions.

In addition, the delivery of high-quality care, support programmes, interventions and therapies (including feeding, personal hygiene, mental health, physical health and behavioural), ensures that the health, safety and wellbeing needs of pupils are met, enabling learning and ensuring the best possible education. Formal training will be provided in respect of such activities where necessary.

So, if you have an understanding of, or an interest in meeting the needs of young people with disabilities and enabling them to thrive, then we'd love to hear from you.

As a colleague at Co-op Academies Trust, you'll work within a diverse learning community, striving to deliver an outstanding working and learning experience for all. You will be joining a supportive, committed, and passionate team who work hard to ensure that everyone in our Trust can achieve their potential. And of course, you'll do all this whilst capturing the spirit of our vision and values and whilst role-modelling exceptional professional behaviours.

The Application Process

Closing date for applications: Monday 20th January 2025.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

Benefits

What you do here really counts. And we offer a range of benefits and rewards to recognise the part you play in our success. Whether they benefit your finances, your wellbeing, or your family, in or outside work. From career progression and working and making a difference within your local community, to a whole range of financial discounts and benefits, working at Co-op Academies Trust isn't just your standard job.

We offer competitive salaries and access to the Local Government Pension Scheme, as well as travel season ticket loans, 24-hour access to free money support, and for colleagues who want to save or need help managing finances we have savings and loan products which can be deducted from your pay.

We want you to stay happy and healthy. So as a support staff colleague you'll get the school holiday periods off work. And even better, we offer a free flu vaccine, cycle to work scheme; 24-hour access to free health and wellbeing support and discounted gym membership at Nuffield gyms.

We also offer a 10% discount on Co-op branded Food, with regular increased promotional discounts and offers at various points in the year.

Our Values

Co-op Academies Trust is committed to the values shared by cooperatives everywhere:

Self-help	we support learners, parents, carers and staff to help themselves
Self-responsibility	we encourage learners, parents, carers and staff to take responsibility for, and answer to their actions
Democracy	we give our learners, parents, carers and staff a say in the way we run our schools
Equality	we believe that the voice of each individual should be heard
Equity	we run our schools in a way that is fair and unbiased
Solidarity	we share interests and common purposes with our learners, parents, carers and staff, and with other schools in the communities we serve

We strive to demonstrate the following ethical values in everything we do:

Openness	we believe in being open with colleagues in our schools and beyond, children and their families, sharing information and ideas to raise standards and life chances
Honesty	we act in a professional and respectful manner in our dealings with everyone
Social responsibility	we maximise our impact on the people in our communities while minimising our footprint on the world
Caring for others	we treat everyone as we wish to be treated ourselves, understanding that children only have one childhood

We use our simple 'Ways of Being Co-op' to demonstrate our values:

- Do what matters most
- Be yourself, always
- Show you care
- Succeed together

Educarer

Salary / grade range	C1 SCP 12-17 Actual Salary- £20,820- £22,584
Hours and Week	Term time plus inset days 32.5 Hours per week
Location	Co-op Academy Brierley

Purpose of role:

- To assist in the implementation of medical intervention systems within the Academy.

Key accountabilities (and specific duties / responsibilities):

- To provide emergency medical support to pupils as required.
- To gain detailed medical knowledge and specialist skills to support pupils' medical needs, through robust training by the inclusion nursing team to ensure safe clinical practice.
- To undertake regular training and supervision, specific to the medical interventions being undertaken.
- To support the Healthcare supervisor to identify and monitor the medical needs of pupils as required.
- To follow individual health care plans and interventions.
- Monitor pupil responses to interventions and liaise with specialist support if necessary.
- To assist in managing medications, ensuring safe storage, expiry dates etc. and keeping appropriate logs.
- To communicate with parents to share information related to the child's health and gather relevant health information as required.
- To liaise with the class teacher to:
 - Develop a system whereby medical interventions have minimum impact on learning;
 - Ensure the teacher is made aware of any particular health issues.

- To keep up to date with developments in medications, treatments etc.
- To provide medical support to out of school learning activities within guidelines established by the school.
- Liaise with parents re interventions for their children, as required.
- Ensure all medical information is treated as confidential and GDPR protocols are adhered to.
- To complete paper records and use ICT where appropriate to keep records.
- To establish good relationships with pupils, acting as a role model, setting high expectations and being aware of and responding appropriately to individual needs.
- To adhere to individual pupils' safe systems of work when moving and handling of pupils is required. Maintaining personal safety by ensuring moving and handling protocols are followed.
- To attend to the pupils' personal needs, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
- To promote the inclusion and acceptance of all pupils.
- To be aware of and support differences and ensure all pupils have equal access opportunities.
- To comply with policies and procedures relating to health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person.
- To work within an established restorative positive behaviour policy.
- To contribute to the overall ethos/work/aims of the school.
- To be responsible for safeguarding all pupils and promoting their welfare by adhering to all child protection procedures

Note: whilst we've tried very hard to outline the main responsibilities and duties of the post, the above is not an exhaustive list of responsibilities. A document such as this does not permit every item of the day-to-day role to be specified in detail, particularly as this will vary depending on the specific needs of the pupil(s) you are working with.

Also, roles will naturally evolve and job descriptions will be reviewed with jobholders and updated periodically to reflect this.

Co-op Academy Brierley is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Appointments are made subject to an enhanced check with the Disclosure and Barring Service and a medical declaration. "Co-op Academies Trust, as an aware employer, is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to

robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf”.

Personal attributes required (based on job description):

Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I) test (T)
<p>Qualifications</p> <p>Proficient in / good understanding of English and Mathematics</p> <p>GCSE English and Mathematics Grade C or equivalent</p> <p>Qualifications relating to post e.g. health, children, practical skills, first aid, minibus driving, food hygiene.</p> <p>NVQ3 for Health and Social Care or Teaching Assistant or equivalent experience.</p>	<p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>A/I</p> <p>A</p> <p>A</p> <p>A</p>
<p>Experience</p> <p>Experience of working with pupils with a range of special educational needs and disabilities</p> <p>Experience of working as part of a team</p> <p>Experience of behaviour management and physical intervention</p> <p>Experience of the use of hoists physical positioning</p> <p>Experience of therapy and health interventions</p> <p>Team Teach trained</p>	<p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p>

<p>Skills, Ability, Knowledge</p> <p>Evidence of previous personal development and commitment to own personal and professional development.</p> <p>An understanding of the needs of children with disabilities</p> <p>Willing and able to meet the physical needs of active disabled children (e.g. through the use of hoists and undertaking personal care)</p> <p>The ability to provide a range of care including some medical interventions (with training)</p> <p>Ability to cope with requirements of the post, which will include working with pupils who have physical difficulties and may include working with pupils who have emotional and behavioural difficulties</p> <p>Experience of managing medications – compliance with policy, storage, paperwork etc.</p> <p>Ability to meet the hygiene and personal care needs of pupils in school in line with school policies and practices.</p> <p>To have sound knowledge and experience of implementing policies and procedures relating to child protection, health, safety and security, confidentiality and data protection.</p> <p>Communicate effectively and sensitively with parents and professionals, establish excellent working relationships with them, act as a role model at all times, and respond appropriately to individual needs.</p> <p>Experience of minimising impact of medical interventions to ensure learning opportunities are maximised.</p> <p>Knowledge of health care plans and their delivery.</p>	<p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>A/I</p> <p>A/I/T</p> <p>I/T</p> <p>I</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I</p> <p>I</p> <p>A</p>
<p>Personal Qualities</p>		<p>I/A/T</p>

<p>Willingness to undertake development and training and then apply the skills and knowledge within the role.</p> <p>Trained in areas relevant to post e.g. Child Protection, IT, Team Teach, moving and handling, epilepsy, Makaton, PECs, Intensive Interaction</p>	<p>Desirable</p>	<p>I/A/T</p>
---	------------------	--------------

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check.

All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.