SESC
Stevenage Education Support Centre

Stevenage ESC

Inspiring Successful Futures

Dear Applicant,

Thank you for your interest in a vacancy at the **Stevenage Education Support Centre (ESC)**.

Stevenage ESC is a Pupil Referral Unit providing education for students aged 11-16 years who have been permanently excluded from mainstream school or are at risk of exclusion. We offer a range of provision, including full-time placements, respite placements, Satellite Provision and our Wednesday Programme, supporting students from Stevenage secondary schools and local surrounding areas.

We are proud that the Centre was judged **Outstanding by Ofsted in May 2024**, recognising the exceptional quality of education, support and opportunities we provide for our students.

At Stevenage ESC, we deliver a bespoke curriculum that combines academic and vocational learning tailored to the individual needs of each student. While our approach is therapeutic and nurturing, we maintain high aspirations for every member of our centre. Through an ambitious curriculum, we address social disadvantage by equipping students with the knowledge, skills and experiences needed to shape positive futures. Our work is underpinned by our centre values of **tolerance, teamwork, kindness, resilience, high aspirations and citizenship**.

Mentoring is a key part of our whole-centre approach. Key Stage 4 students take part in a weekly 1-1 mentoring session with a member of staff, while Key Stage 3 students receive mentoring twice a week. These sessions provide opportunities to review progress, discuss goals, set targets and plan for the future with each student's views and individual needs at the heart of the process.

Every student also takes part in our daily **ERIC (Everybody Reads in Centre)** programme. For ten minutes each day, the entire Centre reads together, either 1-1 with a member of staff or in small groups. This commitment to reading plays a vital role in developing literacy, confidence and a lifelong love of learning.

Our dedicated staff are committed to ensuring that every student achieves the very best outcomes during their time with us. We are seeking colleagues who share our vision, values and ambition, and who are passionate about making a meaningful difference to the lives of our students.

Further information about the centre can be found on our website: http://www.stevenage-esc.herts.sch.uk

Yours sincerely

Dan Nearney
Executive Headteacher

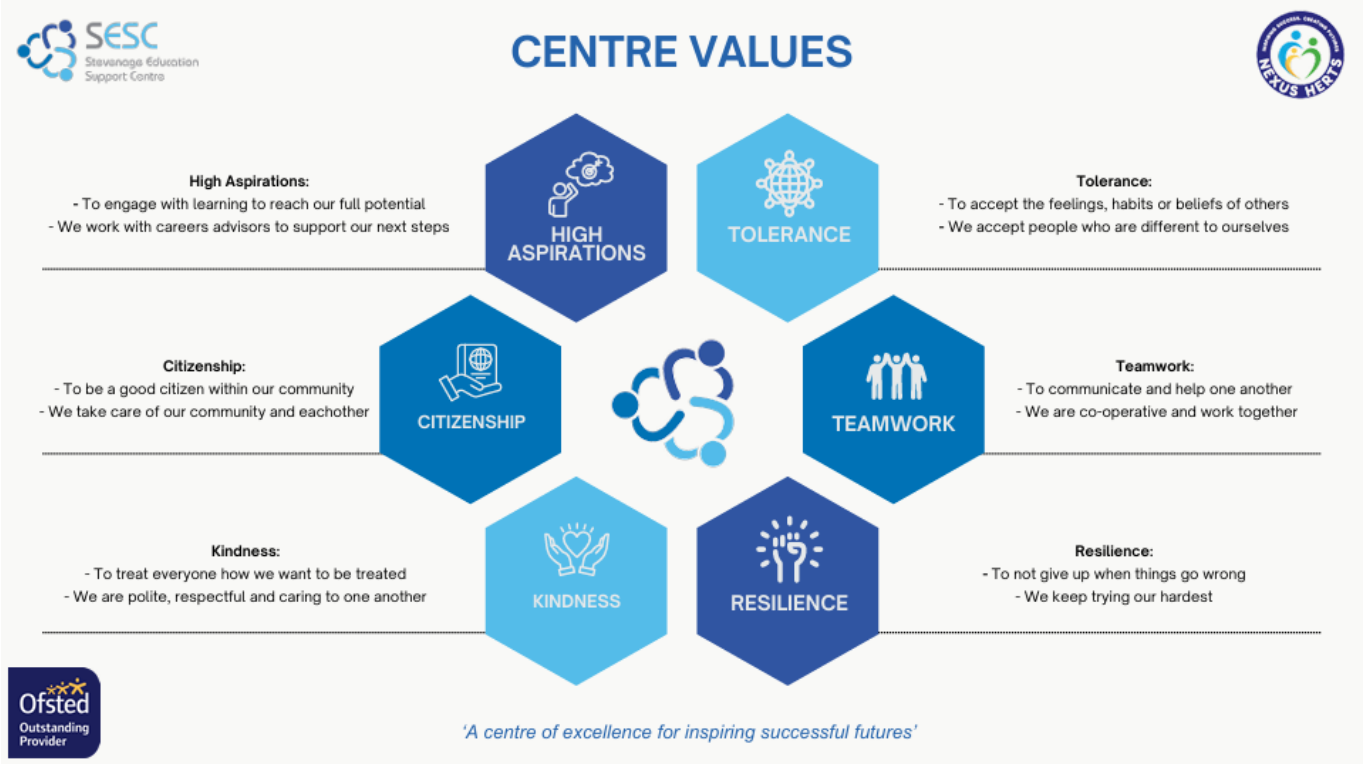
Vision

A centre of excellence for inspiring successful futures

Mission Statement

SESC responds creatively to individual needs, teaching social and life skills and developing resilience – offering a bespoke programme of teaching and learning empowering our young people to succeed

Code of Conduct and Values



AIMS OF THE CENTRE

By following the expectations set out in the staff Code of Conduct/values we hope to achieve the following aims for our centre:

- To re-motivate students to want to learn
- To build the self-esteem and confidence of our students
- To create a learning environment where young people can plan, reflect, question and work together.
- To create a safe, secure and welcoming atmosphere for all.
- We strive to provide our students with a curriculum which meets the needs of the individual young person.
- To help our students develop a sense of self discipline, to respect others and to respect their learning environment.
- Encourage communication between the centre, home, other schools and agencies.
- To provide equal opportunities for all.

STAFF WELLBEING

Teaching can be immensely rewarding but also physically and emotionally draining. If we want our school staff to do what we ask of them, then we need to make sure that their mental health and wellbeing is effectively supported.
We do this by offering;

- Daily briefing and debriefing
- Tea and coffee provided free of charge
- VIVUP membership – offering free wellbeing mentoring/counselling for staff
- Herts Rewards scheme
- Open door policy to SLT
- CPD offered to all staff
- Social events
- Secret squirrel

HEALTH AND WELLBEING

In 19/20 we received a school accreditation kitemark from Healthy Young Minds in Herts for "A whole school and college approach to emotional wellbeing, mental health and suicide awareness." We are the first Stevenage school, and the first Education Support Centre to achieve this kitemark.



OUR EMPLOYEE BENEFITS

- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We provide a comprehensive support programme for ECTs with established mentors and support networks. We view the ECT induction as a means to developing the best teachers in the local area.
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme/Local Government Pension Scheme
- Career development opportunities within the Nexus Herts Federation
- The support of a highly professional team and the opportunity to expand your professional networks through the Federations external partnerships
- Cycle to Work Scheme
- Occupational Health
- Free flu jabs
- Free parking
- Staff social events
- Staff wellbeing and supervision
- VIVUP membership offering free mentoring/counselling
- Routes into teaching supported by national programmes
- We offer flexibility with part-time working hours. We support staff to attend personal events if/when cover can be arranged
- There is no expectation for staff to respond to emails in the evening or at weekends
- New build where staff are core to its development

THERAPEUTIC THINKING

We are a credited Therapeutic Thinking Centre. Therapeutic Thinking supports Schools/Centres with developing a therapeutic approach to behaviour management. Therapeutic Thinking is an approach to behaviour that prioritises the prosocial experiences and feelings of everyone in the Centre.

The main points for Therapeutic Thinking that should be remembered are;

- Build positive relationships with students
- Teaching, learning and behaviour are inter-linked
- We need to teach behaviour
- If you can predict their behaviour, then you can prevent it
- Positive experiences create positive feelings. Positive feelings create positive behaviour
- Our behaviour is their experience

When there are challenging behaviours the following de-escalation script must be used;

- Child's name
- I can see something has happened
- I am here to help
- Talk and I will listen
- Come with me and…….

OUR SCHOOL DAY

Daily hours including PPA time	Time
School starts for staff briefing	8.20am
AM Registration	8.40am – 8.50am
ERIC (reading provision)	8.50am - 9.00am
Lesson 1	9.00am – 9.50am
Lesson 2	9.50am – 10.40am
Break time	10.40am – 10.50am
Lesson 3	10.50am - 11.40am
Lesson 4	11.40am - 12.30pm
Lunch	12.30pm – 12.50pm
Lesson 5	12.50pm - 1.40pm
Lesson 6	1.40pm – 2.30pm (Friday mentoring finish at 2.05pm)
Staff Briefing	2.30pm - 2.40pm
Staff PPA	2.30 to 3.10pm

Staff meetings are held on a Tuesday, 3 – 4pm.