

**The Warriner Multi Academy Trust**  
**Warriner Plus Lead (Alternative Provision)**

Job Information	
Reporting to	Deputy Head of School
Grade	Grade 11 point 31 (Points 31-34)
Salary	£40,476 Pro Rata
Hours /Weeks	Full time 37 hours per week Term Time only +5 Inset days 8am – 4.30pm: Monday – Thursday 8am – 4pm: Friday To Include 1hr unpaid lunchbreak Opportunity to work an additional 4 flexible weeks during school holidays

**Key objectives**

The Warriner Plus Alternative Provision Leader will be responsible for overseeing and coordinating all aspects of alternative curriculum programs within the provision. This role involves developing and implementing strategies to support students who require alternative provision due to behavioural, emotional, or learning needs, ensuring they achieve their full potential.

**Main duties and responsibilities**

**Program Development and Implementation:**

- Design and manage alternative education programs tailored to meet the diverse needs of students.
- To plan and coordinate land-based education utilising the Warriner Farm.
- Collaborate with senior leadership, teaching staff, and external agencies to develop comprehensive support plans
- Monitor and evaluate the effectiveness of alternative provision initiatives, adjusting as needed
- Planning and liaising with other schools about students accessing AP

**Curriculum and Outcomes:**

- Liaising with The Warriner School's exam team
- Oversight of curriculum offer
- Communication with senior leaders and teachers working within Warriner Plus
- Accountability for securing accreditations/qualifications
- Bespoke and personalised curriculum adaptation

**Student Support and Engagement:**

- Identify students who may benefit from alternative provision and assess their individual need
- Develop individualised education plans in partnership with teachers, parents, and external professionals
- Provide one-on-one and group support sessions to address academic, behavioral, and emotional challenges

**Staff Collaboration and Training:**

- Work closely with teaching staff to ensure they understand and can effectively support the needs of students in alternative provision
- Deliver training and professional development sessions on best practices in alternative education
- Foster a collaborative environment that promotes inclusive education, quality restorative and reflective practices
- Creating a purposeful learning culture

**Parental and Community Involvement:**

- Engage with parents and carers to ensure they are informed and involved in their child's education and progress
- Liaise with external agencies, such as social services, mental health services, and local authorities, to coordinate support for students
- Promote community partnerships that enhance the provision and opportunities for students (such as Get Fed)
- Liaise directly with Farm management team around land based education

**Administration and Reporting:**

- Day to day planning and organization
- Maintain accurate records of students' progress, attendance, and any interventions via Edukey
- Prepare reports for senior leadership, governors, and external bodies e.g. schools accessing AP as required.
- Ensure compliance with relevant policies and regulations, and ensuring safeguarding policies and procedures are followed robust

**Additional tasks**

The duties listed above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

**Qualifications and experience**

- Recent relevant experience, training or qualifications in behaviour management, restorative practice and trauma-informed practice.
- Enthusiasm and Interest in land based (Warriner Farm) education.
- Experience of working with students, preferably KS3-4 – or across KS1-4
- Establishing positive and effective collaborations with parents/carers, schools/academies, external agencies and the local community

**Skills**

- A passion for learning and enabling students to develop as enthusiastic, independent learners
- Demonstrate self-confidence, resilience, perseverance and stamina
- A passion for learning and enabling students to develop as enthusiastic, independent learners
- The ability to create a safe and stimulating learning environment that contributes positively to teaching and learning
- The commitment to develop a positive, diverse and inclusive ethos which values each individual and challenges any form of discrimination

<ul style="list-style-type: none"> <li>• Sound knowledge/understanding of recent educational developments/legislation in relation to schools and the impact on AP Academies/Free Schools</li> <li>• Awareness of OFSTED requirements relating to, personal development, behaviour and attitudes and leadership and management</li> <li>• Ability to use data and information to support review, track student progress and set targets.</li> <li>• Understanding the importance of promoting and safeguarding the welfare of students</li> </ul>	<ul style="list-style-type: none"> <li>• Have high expectations of self and others and a strong commitment to raising achievements</li> <li>• Highest levels of professional and personal integrity</li> <li>• Have high expectations of self and others and a strong commitment to raising achievements</li> <li>• Highest levels of professional and personal integrity</li> </ul>
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**As an employee you have legal duties which include:**

1. Taking reasonable care for your own health and safety and that of others who may be affected by what you do or do not do.
2. Co-operating with your employer on health and safety,
3. Correctly using work items provided by your employer, including personal protective equipment, in accordance with training or instructions, and
4. Not interfering with or misusing anything provided for your health, safety and welfare.

*All schools within the Warriner Multi Academy Trust are committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including an enhanced DBS check and satisfactory references. Please be aware that, we may carry out an online search, on shortlisted candidates only, in line with Keeping Children Safe in Education in order identify any incidents or concerns which are publicly available online. The Warriner Multi Academy Trust is an equal opportunities employer. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children. This post is exempt from the Rehabilitation of Offenders Act (1974).*