

Alternative Provision Assistant

Salary:	Band 5, SCP 19 – 22, £31,067 - £32,654. Actual Salary £27,323.56 - £28,719.34
Start Date:	As soon as possible.
Working Pattern:	Full time, Term Time Only plus 5 INSET Days 36.25 hours per week
Contract:	Permanent
Location:	Office-based at Broadoak School, Partington, M31 4BU

Benefits available at The Dean Trust

- 24/7 access to an Employee Assistance Programme
- Cycle to work scheme
- Discounts on the High Street
- Fully funded Level 1 Health Care Cash Plan
- Access to enhanced family friendly policies

The Dean Trust is seeking to appoint a talented and enthusiastic support the Alternative Provision Manager in the daily operation and ongoing development of the school's Inclusion provision (alternative on-site provision). This includes assisting in the coordination of targeted support programmes for pupils. The role will provide high-quality pastoral care through individual reviews and one-to-one sessions, ensuring that barriers to learning are reduced and that learners are supported to successfully complete their programme of study.

By fostering strong, trusting relationships and maintaining high expectations, the postholder will help to ensure that learners within the Inclusion provision are supported to successfully complete their programme of study, enabling them to progress onto further education, training, or employment.

The Dean Trust has a number of high-performing schools and a proven track record of sustained improvement. The Dean Trust's core values include traditional academic education, excellent discipline and respect, resulting in improved attainment and progress. "Believe, Achieve, Succeed" has been embraced by all of the schools in The Dean Trust.

As a Alternative Provision Assistant, you will be part of a friendly and dedicated department. Staff hold high expectations for all pupils and work tirelessly to raise attainment and achievement.

We are looking for an individual who possess:

- A good level of education, including GCSE Mathematics and English Language A - C or equivalent
- Recognised learning and development qualification at level 3 or above
- A level and/or degree qualification
- PGCE
- Experience of working with children with disengagement and challenging behaviour, particularly children aged 11-16 years
- Experience of working in an educational context
- Experience of working with children on a 1:1 basis
- Previous experience of co-ordinating a behaviour facility
- Experience of delivering an alternative curriculum such as horticulture, hair and beauty, animal management etc.
- Experience of using the SIMS database
- Knowledge and understanding of safeguarding issues.
- Knowledge of areas of KS3 and KS4 curriculum
- Relevant industry and subject knowledge
- Knowledge of relevant organisations and agencies relating to behaviour and welfare
- Understanding of relevant legislations and procedures relating to school attendance.

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- Knowledge of the Local Authority's relevant procedures and practices regarding the behaviour and attendance of vulnerable pupils
- Passionate about the role of an Inclusion provision facility and making a difference for our young people
- Ability to use management and organisational skills to provide an efficient service
- Ability to prioritise time and tasks to meet deadlines
- Ability to work independently and use initiative
- Ability to coordinate two separate removal facilities to ensure all pupils are managed in-line with school procedures
- Hardworking and committed
- Calm and patient
- Confident and able to deal with challenging behaviour
- Ability to de-escalate situations
- Good team work and interpersonal skills, being able to work and liaise with a large team of staff
- Ability to work through set tasks on a 1:1 basis with children
- Computer skills including excel, outlook, word, and use of databases
- Mentoring skills

To apply for this vacancy please visit our recruitment page careers.thedeantrust.co.uk.

If you have any questions about the role or would like to book a place on a school tour as scheduled below, please contact Maxine Mills HR Assistant on 0161 973 1179 Option 6 or email recruitment@thedeantrust.co.uk.

Application closing date: [8:00am Friday 29th August 2025](#)

The Dean Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to pre-employment safeguarding checks, including an enhanced Disclosure and Barring Check.

