



Job Description Personal Coach

Stone Soup Academy

Our vision is about 'Creating Unimagined Futures' for our young people, but we know that we do the same for our staff community. We are seeking equally outstanding individuals to join our amazing team. We are looking for colleagues with a desire to make a difference with commitment to outstanding education is key.

Join us and we will change your life!

Our school supports up to 110 young people in KS3 and KS4 across two city centre sites, who for a variety of reasons, mainstream education just didn't work for them. Now we are able to support them in small classes of up to 10 learners and with all the early intervention that they need to make a difference to their lives and their futures. We encourage personal growth and academic progress through unconditional positivity and through leading by example. It clearly works as 100% of our young people achieved 7 qualifications, including Maths and English, and 90% went on to education, training, and work last year, not bad for students who were all but written off in the mainstream!

Stone Soup Academy has a great team of experienced staff, we have great facilities, great IT, and we are in a great location with a tram, train, and bus a stone's throw away.

If you have a great sense of humour, tons of resilience, a good heart, and belief in our core value of 'Creating Unimagined Futures' for our young people, then please get in contact

All staff at Stone Soup Academy should actively follow and promote the mission, policies and standards of the Academy which require:

- Be fully committed to raising standards and improving the life chances of all pupils.
- Create a culture which celebrates the positive and encourages all kinds of achievement.
- Ensure good communication and working partnership with others.
- Support a caring and compassionate community, through being aware and responding to the needs of others.
- Promote a happy, stimulating and ordered environment within which children can grow, develop and thrive according to the needs of others.
- Be committed to high standards of professional co-operation and integrity.

Role / Responsibilities across all Key Stages:-

- To create a calm environment where the welfare of the children comes first.
- Working within an agreed system of supervision, to oversee support in the inclusion unit and support the learning of pupils within.
- To work with challenging children to promote positive attitudes.
- Work closely with the Engagement Team and others to achieve the collective aims of the Engagement team.
- Support the implementation of behaviour management across the Academy.
- To be lined managed by Head of Engagement
- To liaise on a daily basis with the line manager
- To provide in class support and intervention for all students and those who need additional support.
- Support the delivery of challenging and engaging lessons, differentiating support to meet the needs of individual students.

Specific Responsibilities:

- As a member of the Academy Engagement Staff Team, provide support and cover for other members of staff as required.
- Ensure that the physical environment of the Academy is safe and secure.
- Support inclusion as required
- Supporting specific students within this role.
- Work with your group of key students to ensure that they make progress at the Academy this will include, but is not limited to
- Making morning phone calls to students/parents to improve attendance
- Set targets and carry out interventions to improve attendance/punctuality/behaviour
- Parent phone calls
- Parent meetings
- Monitoring and completing data
- Working the floor and using your skills and personality to support all students into their lessons.

Monitoring, Progress and Intervention:

- Promote the aims and values of the Academy, including a commitment to good relationships and equality of opportunity for all
- Support the engagement team in identifying appropriate priorities and targets, take the necessary action and reviews progress towards them

- Ensure effective record-keeping and ensure it is effectively maintained to support the effective work of the Engagement Team.
- To work effectively with all stakeholders (internally/ externally), to bring about the best outcomes for every child.

Support for the Teacher:

- Working with the teacher and support staff, take the lead in the comprehensive assessment of children selected by the Principal or nominated representative, to identify those who need extra help to improve learning and behaviour
- Work with others to draw up an action plan for each pupil who needs particular support.
- Support the development and work within a clear framework for pupil discipline, anticipate and manage pupil behaviour constructively, promoting self-control and independence, in line with established school policy.
- Maintain regular contact with families/carers of children in need of extra support, keeping them informed of the child's needs and progress and to secure positive family support and involvement.
- To work closely with the class teacher and SENCO to ensure the needs of the gifted and talented children and those with special educational needs.

Support for Curriculum:

- To have knowledge and appreciation of the range of activities, courses, opportunities, agencies and services that could be drawn upon to provide extra support for pupils are met/are addressed. Or any additional qualifications or experience relating to behaviour management.

Support for School:

- Comply with all Academy policies and in particular the procedures relating to child protection, health, safety and security, confidentiality and data protection. Report all concerns to an appropriate person.
- Be aware of and support differences to help ensure everyone has equal access to the services of the school and feels valued, respecting their social, cultural, linguistic, religious and ethnic background.
- Contribute to the Academy ethos, aims and development/improvement plan.
- Facilitate the sharing of relevant information between local agencies and schools and be the joint point of contact for accessing a range of community and specialist support services for example, Social Services,

Education Welfare Service.

- Complete action plans and case studies as required for the Head of Engagement.
- Attend and participate in meetings sharing best practice to support others.
- Undertake personal development through training and other learning activities, including performance management as required.
- Undertake all associated paperwork and admin for the role.

Corporate Responsibilities:

- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Academy's activities.

- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Academy's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- To undertake other such reasonable duties as may be required from time to time and to annually review the role and responsibilities.

General Responsibilities:

- To participate in the Academy's Performance Management/Appraisal process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- To attend meetings as required.
- All staff are responsible for the implementation of the Health and Safety Policy as far as it affects them, colleagues and others who may be affected by their work. The post holder is also expected to monitor the effectiveness of the health and safety arrangements and systems to ensure that appropriate improvements are made where necessary.
- This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading.
- The job purpose and key statements remain indicative and by no means exclusive – given the evolving needs of the Academy, flexibility among staff is very important.
- Where appropriate staff will be available for reasonable overtime e.g. Open evenings, Summer school etc.
- The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- Any other responsibilities/activities as reasonably expected by the Principal

Person Specification

Qualifications and Experience

- Experience of working with children / young people.
- Experience of working with disadvantaged young people.
- Experience of working in a school or similar establishment is preferable.
- Experience of working with external agencies and other professionals is preferable.
- GCSE English and Maths (Grade C /4 or above) preferred

Knowledge and Skills

- Ability to build and form good relationships with students, colleagues and parents / carers.
- Ability to work constructively as part of a team, understanding school roles and responsibilities including own.
- The ability to make professional judgements.

- The ability to respond to crisis.
- The ability to apply and maintain firm & consistent boundaries with pupils.
- Good understanding of how to motivate staff and students and get the best from them.
- Knowledge and understanding of how students learn and barriers to learning.
- Knowledge of Equal Opportunities and approaches to inclusion.
- Knowledge & understanding of Child Protection and Safeguarding procedures.
- Verbal and written communication skills appropriate to the need to communicate effectively with colleagues, students, parents / carers and other professionals.
- Good standard of numeracy and literacy skills.
- Ability to proficiently use office computer including word-processing, spreadsheet, database and internet systems.
- Ability to absorb and understand a wide range of information.
- Ability to maintain accurate records and filing systems.
- Ability to deal with confidential data / issues appropriately.
- Proven experience to de-escalate volatile situations
- The ability to deal effectively with volatile visitors to the school and deal with them in a firm, calm and effective manner

Personal Qualities

- Positive and sunny disposition
- A person who gets the job done effectively and quickly.
- Strong powers of persuasion.
- Initiative and ability to prioritise one's own work.
- Be able to follow direction and work in collaboration with line manager and colleagues as well as work well independently, using your own initiative
- Able to work flexibly to meet deadlines and respond to unplanned situations.
- Flexibility in one's approach and an ability to think and respond creatively to challenging situations.
- Efficient and meticulous in organisation.
- Desire to enhance and develop skills and knowledge through CPD.
- Commitment to the highest standards of child protection.
- Recognition of the importance of personal responsibility for Health & Safety.
- Commitment to the school's ethos, aims and its whole community.
- The ability to establish positive and professional relationships with staff, parents & governors
- Self – assertiveness
- The ability to be trustworthy and discreet
- Professional in dealings with staff both in and out of the Academy
- Well developed sense of humour
- Ability to work in stressful situations whilst remaining professional
- Excellent time management
- Loyalty and honesty
- A passion for wanting to help and support young people be the best they can be

Application Process

Please complete an application form, which can be found on our website or by contacting our admin department at colaribigbe@stonesoupacademy.org.uk or call 0115 822 1834.

Please also send in a letter of application detailing how you feel that you can positively impact the lives of our young people whilst supporting our vision of Creating Unimagined Futures. The letter should be no longer than 2 sides of A4 in font size no smaller than 10.

Closing date: 20/03/2026 (We reserve the right to close the application process early)

Interviews: w/c 23/03/2026

Start date: To be confirmed

Salary: £24,000

Stone Soup Academy is committed to safeguarding, Safer recruitment, and promoting Keeping Children Safe in Education. The successful candidate will be subject to an enhanced DBS check.

Prior to the interview, we will conduct an online search as per KCSIE September 2025 / safer recruitment policy. If we find anything that raises concern, please be aware this will be discussed at your interview with the Interviewer. If shortlisted after the interview, you will be asked prior to employment to complete a criminal records self-declaration form.