

gateways

because there's more
than one way to be educated



Recruitment pack Student Support Worker (Freelance)



...a place of healing where every student is respected, recognised and accepted, so they have an equal opportunity to become who they deserve to be.

About Gateways

Gateways is an alternative education provider that exists to support the countless young people today, between the ages of 14-25, who are or have struggled to remain in mainstream education due to social, emotional, mental health challenges.

We believe that every young person should have the same opportunity to progress and thrive, regardless of the challenges they face. Gateways delivers a broad curriculum, academic and vocational, that caters for the interests, abilities and specific needs of each young person that attends. We aim to prepare them for a life beyond education.



1.3m

pupils in England
were persistently absent
from school during the
2024/25 academic year

The difference we make

The Gateways programme launched in 2014 and is the only provider of its kind in the UK Jewish community.

203 students
supported since
becoming an
independent charity
in 2023



Up to 10 enquiries
to our admissions
department every week
with **30 families** on
average on our waiting list



51 students
all of whom had previously
been persistently absent
from school, have
attended weekly lessons

160 teaching hours
delivered each week,
representing a **31%**
increase over the past
two years



15 hours of therapy
delivered each week,
through psychotherapy
and art therapy



85% average
attendance rate
compared to a prior
mainstream schools
average of **45%**



31 students graduated
gaining over
100 qualifications
between them



100% pass-rate
seen in August 2025
for all vocational
qualifications taken

89% pass-rate
across all
qualifications



A message from Laurence Field

Founder & CEO

When I founded Gateways in 2014, I never anticipated the profound impact it would have on so many lives. Over the years, I have been continually inspired by the resilience and determination of our students as they overcome challenges to receive the education they truly deserve.

It is this powerful impact that drives me to expand Gateways further. I am more committed than ever to ensuring that we can reach and support anyone in need, helping them lead fulfilling and productive lives. With the increasing demand for our services, we are keen to continue to grow and develop our service to help even more young people.

For Gateways to continue to thrive and flourish, we need the support of a dedicated and passionate team. That's why we are seeking someone special for the role of Student Support Worker. Your contribution will be pivotal in shaping the future of Gateways.

Thank you for considering making an application for the role of Student Support Worker.

Laurence

Laurence
CEO, Gateways



Student Support Worker (Freelance) Job description



JOB TITLE:	Student support worker (Freelance)
SALARY:	£150 per day
DAYS & HOURS:	Monday - Thursday, 9:00am - 3:00pm. Term time only contract
START DATE:	September
LOCATION:	Hendon, NW4
REPORTING TO:	Wellbeing Lead

About the role

This is a new and exciting opportunity to join Gateways at a pivotal moment in its journey. Following three years of growth and development, we are now entering our next phase and are recruiting two Student Support Workers to join our team in a newly developed, dynamic role. You will be appointed alongside a second Student Support Worker, and the two of you will form a close-knit team at the heart of the provision. Working in partnership, you will complement each other's strengths, share responsibility for the student experience, and ensure there is always a consistent, supportive presence across the day.

Together, these positions will be central to shaping both the student experience and the wider culture of the organisation. The role combines classroom support, pastoral care, and the coordination of a daily enrichment programme, offering a unique opportunity to play a key part in students' day-to-day lives within an alternative education setting.

Your week will include a mix of 1:1 check-in sessions with students, supporting key classes such as cooking, photography, and science, being a calm and approachable presence in our café area, joining in with informal activities like table tennis, and co-ordinating our daily enrichment programme. This is an exciting role, perfect for someone passionate about supporting young people and making a genuine difference.

Training and support

Ongoing support will be available throughout your time at Gateways, including regular check-ins with the senior team, opportunities for professional development, and access to relevant training such as ACE (Adverse Childhood Experiences) and SEMH awareness.

Key Responsibilities

Student Support

- Support teachers in group vocational classes, providing additional help to students who need it. Work with individual students and small groups to support engagement, confidence, and progress
- Provide 1:1 support for students who may be anxious, dysregulated, or struggling to access learning
- Build strong, trusting relationships with students to support their emotional wellbeing
- Support students outside the classroom, including during unstructured times
- Promote independence, self-esteem, and positive social interaction

Pastoral & Holistic Support

- Act as a consistent, calm, and supportive presence for students throughout the day
- Support students experiencing emotional or social challenges
- Help create a safe and nurturing environment where students feel understood and valued
- Work collaboratively with the wider team to meet individual student needs
- Support the induction process for new students, ensuring they feel welcomed and safely integrated from day one, with a strong focus on building trust and engagement

Enrichment Co-ordination

A key and newly developed part of the daily programme at Gateways will be daily enrichment sessions for students. Students will be offered a choice of sessions each day, to sign up to – a mix of guest speakers, creative workshops, and more. As part of your role, you will help co-ordinate these daily sessions, not simply delivering them, but actively managing and shaping them. This needs to be innovative, creative, and genuinely fun – a space for students to mix with peers and learn new skills.

- Plan, organise, and co-ordinate daily enrichment sessions (approx. 30 minutes) for all students – e.g. life skills, wellbeing, creative, physical activities
- Ensure sessions are engaging, varied, and appropriate for the cohort
- Develop and maintain a structured weekly enrichment programme
- Lead or facilitate enrichment sessions where appropriate
- Co-ordinate staff, resources, and schedules to ensure smooth delivery
- Bring creativity and new ideas to continually enhance the enrichment offer
- Organise occasional trips, workshops, or external speakers

Twice-Yearly Enrichment Weeks

Twice a year, students come off timetable and sign up for a dedicated week of creative, hands-on activities. You will be responsible for planning and delivering these enrichment weeks in collaboration with your co-worker, making them a highlight of the school calendar.

General Responsibilities

- Work as part of a collaborative and committed staff team
- Contribute to a positive culture and environment across the provision
- Maintain strong communication with colleagues
- Uphold safeguarding policies and procedures at all times

Person specification

Essential Experience & Skills

- Experience working with young people, ideally in an educational or youth setting
- Confidence supporting students with social, emotional, or behavioural needs
- Ability to build strong, appropriate relationships with young people
- Strong communication and interpersonal skills
- Organised, proactive, and able to take initiative
- Calm, resilient, and adaptable under pressure

Desirable

- Background in education (e.g. Teaching Assistant, HLTA, youth work, or similar)
- Experience delivering or co-ordinating activities, programmes, or enrichment
- Understanding of SEMH (Social, Emotional, Mental Health) needs

Personal Qualities

- Warm, approachable, and empathetic
- Energetic, creative and confident
- Flexible and solution-focused
- Team-oriented with a strong sense of responsibility
- Committed to supporting young people to thrive

Safeguarding

Gateways is committed to safeguarding and promoting the welfare of children and young people. All applicants will be required to undergo appropriate safeguarding checks, including an enhanced DBS with children's barred list check.

How to Apply

To apply for the role of Student support worker please [click here](#) to download an application form which should be returned to laurence.field@gateways.org.uk.

If you would like to find out more information about this role, please feel free to email Ruth Heller, Director of Education at ruth.heller@gateways.org.uk.

Deadline for applications: **Friday 26th June at 12:00pm**

Interviews will take place: **Week commencing 29th June**

All Candidates invited to interview will be required to bring the following documentation:

- An original identification document (e.g. passport or driving license)
- If applicable, proof of eligibility to work/reside in the UK
- Documents confirming educational and professional qualifications.

Please see our Safer Recruitment, Selection and Disclosure Policy here:

<http://gateways.org.uk/wp-content/uploads/2026/06/Safer-Recruitment-Selection-and-Disclosure-Policy-2025-FINAL.pdf>

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CEO & Founder: Laurence Field

Trustees: Ruth Green (Chair), Julia Alberga, Nicki Cohen, Dr. Andrew Hope, Mark Hurst, Sami Miller, Aviva Steinberg

Honorary President: Prof. David S Latchman CBE