

Working at Breckenbrough School

Breckenbrough is a unique and incredibly rewarding environment to work in. It can also be demanding and it requires specific qualities in choosing to be a member of the team:

- Resilience
- Patience
- Tolerance and forgiveness
- Reflection
- Honesty and transparency
- Unconditional positive regard

We are bound by our Quaker ethos and a common purpose under the vision of ‘improving the quality of life for all students’ with the following bullet points cited at the top of every member of staff’s job description:

All staff are expected to work in the spirit of conflict resolution and uphold the Quaker ethos of the school, particularly focussing on ‘that of good in everyone’, specifically:

- *To remember at all times that all Breckenbrough students have complex needs and acute anxieties.*
- *To understand and empathise with the students’ problems and to look for the underlying causes of misbehaviour and unhappiness.*
- *To consistently show tolerance, forgiveness and to build on the positives.*
- *To build trusting relationships with students, colleagues and parents.*

In order to improve the quality of life for all our students, there is an expectation for staff to undertake the role of Keyworker. Keyworking is the most critical role for any member of staff at Breckenbrough school and requires a high level of commitment to working with a student and their family. Keyworking can also be the most rewarding aspect of working at Breckenbrough by playing a crucial role in the development, success and achievement of a student as they transition through the school.

All Keyworkers at Breckenbrough are:

- Committed to their role.
- Good communicators facilitating information sharing between all stakeholders.
- Open, sensitive and compassionate, particularly during periods of transition.
- Tactful – never forgetting that families are a student’s key care givers.
- Able to prioritise to make the time to regularly communicate with a student and their family.
- Advocates and role models as a significant adult in school.

By undertaking a role at Breckenbrough school, we are all committing to working together in improving the quality of life for our students and their families.