



Wade Deacon High School

Wade Deacon Trust

Exceptional Values

Exceptional Learning & Teaching

Exceptional Achievement

Teaching Assistant

Application Information

To start: 1st September 2017

Full Time

Fixed Term – until 31st August 2018

Salary: NJC Scale Points 10 – 15 (£15,613 – £17,072) plus SEN Allowance (£1,239)

We seek to appoint a committed and dynamic Teaching Assistant to work with specific children throughout the whole school. Our teaching and support staff work hard and enthusiastically as one team with the belief that every student can succeed and transform their life chances, achieving more than they dreamt possible. You will be able to enthuse and motivate our students with your passion for the learning, your presence and personality.

Our school is a supportive and rewarding place to work. We can offer the successful candidate an opportunity to work with highly trained and supportive staff, as well as a whole school commitment to professional development. A comprehensive programme of CPD supports colleagues at all career stages, and opportunities through both the Teaching School status and the Multi-Academy Trust provide excellent career opportunities for our staff. Colleagues seeking a varied, challenging and rewarding career can find this in the Wade Deacon family.

Wade Deacon High School is the lead school of a cross-phase, cross-regional teaching school alliance, and also the lead school in a growing multi-academy trust; Wade Deacon Trust. With a range of exciting opportunities for aspiring teachers and current educational leaders, we provide the very best support and training to ensure that our staff achieve their goals.

Wade Deacon High School is friendly, dynamic and innovative. Our last OFSTED described us as “an outstanding school” in every category. We have developed exceptional International links with top schools in Japan, China and India. In 2014 we were shortlisted for both 'Employer of the Year' in the Investors in People Awards, and 'Excellence in Learning and Development' in the Personnel Today Awards. We are also accredited as Investors in People 'Champions', a prestigious recognition of our commitment to growth and excellence through supporting, recognising and encouraging our staff.

The successful applicant will have to meet the requirements of our Personnel Recruitment specification and be subject to an enhanced DBS (CRB) check.

Application form and further details are available via the school website <https://wadedeacontrust.com/> or on request by telephoning the school on 0151 423 2721.

Closing Date: 9.00am on 30th June 2017

'A Commitment to Excellence'



Wade Deacon High School

Wade Deacon Trust

Principal: Mr Simon Corner NPQH, MA Maths, PGCE

Dear Applicant,

Thank you for your interest in this post at Wade Deacon High School, the lead school of the Wade Deacon Trust. We are extremely proud of our learning community and how students and staff work together in order to achieve the highest possible educational outcomes.

This application pack is designed to help you decide whether or not you feel this school is one in which you would like to further your career by helping our young learners to raise their standards of attainment to their maximum potential.

To apply for this post;

1. Review the detail contained in this information pack.
2. Complete the Application Form, ensuring that all boxes are filled in.
3. Outline, in no more than two sides of A4 (Arial font size 12), why you are interested in this post and how you have prepared yourself so far, what contributions you feel you can make to students' development within our school, and any particular areas of strength and expertise you feel you may have
4. Complete the Supplementary Information Form.

Please note that we do not require your CV.

Applications will be assessed on evidence of professional competence, communication skills, leadership qualities and personal attributes.

We look forward to receiving your application.

Yours faithfully,

Mr Simon Corner
Principal

'A Commitment to Excellence'

Birchfield Road, Widnes, WA8 7TD
Tel: 0151 423 2721
E-mail: School@wadedeacon.co.uk
Website: www.wadedeacon.co.uk



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Job Specification

Line Management:

The post holder will be accountable to the Leader of SEN for all initiatives related to this post.

Job Purpose:

To raise standards in all students' attainment and progress, working primarily with students who need support and intervention to reach their expected grades.

Job Tasks and Accountabilities:

Support for the student

- Establish good working relationships with students, acting as a positive role model at all times
- Be aware of and respond appropriately to individual student needs ensuring effective interaction and intervention
- Provide specific support to students dependent upon their individual needs ensuring their safety whilst supporting access to learning activities
- Promote inclusion and acceptance of all students from different groups and with different disabilities
- Encourage students to interact with others and engage in activities led by the teacher
- Promote self-esteem and independence
- Provide feedback to students in relation to progress and achievement under the guidance and direction of the teacher
- To use a variety of approaches, tailored to meet each group, to develop a trusting relationship and construct a support network wherever possible.
- To act as a Key Worker to support the academic achievement and welfare of identified students by being a point of contact for the student and parent.

Support for the teacher

- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson planning and preparation
- Know targeted students' present grades and their MEGs (Minimum Expected Grades) and under the direction of the teacher utilise strategies to support students in achieving learning goals
- Under the direction of the teacher, withdraw small groups of students for specific help.
- Support or lead Period 6 clinics or early morning intervention groups, if required
- Understand how to use P2S (*Progress 2 Success* student data system)
- Report student achievements, progress and issues as appropriate in agreed whole-school format
- Help to administer and supervise internal and external tests and examinations
- Promote good student behaviour, dealing promptly with conflict and incidents and encouraging students to take responsibility for their own behaviour in line with the established school Behaviour for Learning policy
- Establish constructive relationships with parents or carers on issues related to student progress in the subject.

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Support for the curriculum

Under the guidance of the teacher:

- Undertake structured and agreed learning activities or learning programmes, taking into consideration students' learning styles
- Undertake and lead literacy and/or numeracy intervention programmes, recording achievements and progress and providing appropriate reports and feedback for the teacher
- Support the use of ICT in learning activities and develop students' competence and independence in its use
- Use any equipment or resources required to meet the lesson plans or relevant learning activity
- To train in all aspects of access arrangements in order to support our students in internal and external examinations.
- To contribute to the SEN reviews by meeting with parents on a termly basis and updating SEN support plans and other SEN documents.

Support for the school

- Be aware of, comply with school policies and procedures and report issues relating to child protection, health, safety and security, confidentiality and data protection as appropriate.
- Contribute, as appropriate, to the school ethos, aims and DSEF (Departmental Self Evaluation)
- Appreciate and support the role of other professionals
- Attend relevant meetings as required, including CPT (Collaborative Planning) and CPD sessions
- Participate in training and other professional development learning activities as required for the job
- Assist with the supervision of students out of directed lesson time, including before and after school if appropriate and within working hours
- Accompany teaching staff and students on visits, trips and out of school activities as required
- To be a member of the duty team at break and lunch times
- Any other duty deemed by the Lead Principal or Line Manager to be appropriate to this post

In addition, the post holder should have the ability to:

- vocalise the school's vision and aspiration to be a World class school
- be flexible to adapt to change
- have excellent attendance
- be a role model and act as an ambassador for Wade Deacon High School in and outside of the school by speaking positively about the school in the community; upholding a 'Commitment to Excellence' at all times; by dressing appropriately and smartly in a suit or smart skirt / dress / trousers and jacket.

Wade Deacon High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is subject to an enhanced DBS disclosure and satisfactory medical clearance.

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Context

Wade Deacon Trust

Wade Deacon High School is the lead school in a growing multi-academy trust; The Wade Deacon Trust. The Trust is an approved DfE Academy sponsor. We are focused upon improving life chances for students and communities providing sustainable school improvement; schools joining the Trust do so with the prime aim of improving each other so that they can all become outstanding schools.

Wade Deacon High School

The school is an 11-16 fully comprehensive and heavily oversubscribed school with over 1500 students. In 2011 the school was judged “Outstanding” in all categories by Ofsted.

The school’s ethos of ‘A Commitment to Excellence’ permeates through every aspect of school life. A disciplined, supportive and purposeful working environment enables students to excel across the whole curriculum, reflected in the success that students attain year on year at both Key Stages 3 & 4.

Care, Guidance and Support

We are seeking to appoint someone who can lead a hardworking and dedicated team that all have a real passion for safeguarding our students and ensuring they achieve. We require an equally dedicated and passionate leader who will work in collaboration with other teams within the school by developing strong professional relationships with staff, including Progress Leaders, Senior Leaders, teaching and support staff. The care guidance and support team consists of six learning mentors, a behavioural consultant, a school-based police officer and a wider team that support all students. The role will involve working with a wide range of external agencies such as CAMHs, Social Care and a wider network of agencies that support students in a range of ways. The school has a very strong safeguarding ethos with the child at the centre of all we do. We have excellent parental support and this role requires the ability to work closely with all stakeholders. We can offer an effective support network for the candidate and this role provides an excellent opportunity for professional development and growth.

Attainment

Wade Deacon’s external examination results are consistently well above the national average and the best in the local area.

2016 Examination Results Summary:

- 76% of pupils gained A* - C grades in English and Mathematics
- 47% of pupils gained the English Baccalaureate
- 73% of pupils gained 5 or more A* - C grades including English and Mathematics
- 83% of pupils gained 5 or more A* - C grades
- 100% of pupils gained 5 or more A* - G grades
- 86% of students gained A*-C in English
- 80% of students gained A*-C in Mathematics
- 73% of pupils gained 2 or more A* - C grades in Science
- 58% of students gained 1 or more A* or A grade
- 22% of all grades were A* or A
- School Progress 8 score is +0.01
- School Attainment 8 score is 5.43

The school is proud of its academic achievements; however there are strategies in place to reduce elements of in school variation across subjects.

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The school has had some success in closing the attainment gap for students registered under the Pupil Premium criteria and continues to implement strategies to reduce this further.

History

The school is proud of its rich history. Wade Deacon High School traces its heritage back to 1507 when the original grammar school was founded by Bishop William Smyth. The main building was opened in 1931 as Wade Deacon Grammar School, named after Sir Henry Wade Deacon. He was a prominent local industrialist and, for many years, chairman of the Local Education Committee. This remains the permanent home for the lead school site.

School Site

In April 2013 following an extensive £26 million BSF building programme (Design and Build), the school moved into its brand new state of the art facilities. The school was heavily involved in both the internal design and provision of high quality external facilities. The school provides a 21st century and exceptionally high quality learning environment which enhances the teaching and learning of our students.

Community

The majority of the school intake is from Widnes and is across the full range of abilities and socio-economic backgrounds. However, applications are received from the surrounding towns and villages. There is a strong community spirit linked to the school and we work with a number of community partners to strengthen the school's commitment in this area

Widnes

Widnes forms one of two main towns making up the unitary authority of Halton.

The town of Widnes, with its excellent transport links, makes the major cities of Manchester, Liverpool and Chester easily accessible. The Wirral and North Wales are also within a reasonable travelling distance.

The population of Widnes is approximately 58,000. Its heritage is in heavy industrial and chemical manufacture while, in recent years, the development of hi-tech, service and logistical enterprises has taken a lead. Wade Deacon is the largest of three high schools within the town.

Further Information

Further information is available on the school and trust websites;

www.wadedeacon.co.uk

www.wadedeacontrust.com

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How to Apply

Application Forms

Any interested candidate should apply by completing the following;

1. Application Form
2. Supplementary Information Form
3. Letter of Application
 - Your letter should be addressed to the Principal, Mr Simon Corner
 - It must be a maximum two sides of A4, using font size 12
 - It should address the following points:
 - a. why you are interested in this post and how you have prepared yourself so far
 - b. any particular areas of strength and expertise you feel you may have

Please ensure you send us all three elements of your application as outlined above. We will be unable to process applications with missing elements. Blank forms can be downloaded from the Recruitment page on the school website; www.wadedeacontrust.com

If you have any difficulty downloading the application form, please contact Mrs C Rogers at the school to request a hard copy by post. Our telephone number is 0151 423 2721.

References

On the application form you are asked to nominate two referees, one of whom must be your present employer. Close relatives are not accepted as referees, and two referees from the same school or organisation will not be accepted.

The process of calling for references is an important element of Safer Recruitment and therefore applications with nominated referees that do not meet the above rules will be rejected. Please take care to make sure your referees will be acceptable.

Application Deadline

Applications should arrive in school by Closing Date: 30th June 2017.

Submission

Please email your application to jobs@wadedeacon.co.uk with 'Teaching Assistant' in the subject line. If you are unable to email your application, you may post your application to the address below with the envelope clearly marked 'Teaching Assistant.'

Human Resources
Wade Deacon High School
Birchfield Road
Widnes
WA8 7TD

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Feedback

If you have not heard from us within three weeks of the above closing date, then please assume that on this occasion your application has been unsuccessful. **As we receive a large number of applications for each post advertised, unfortunately we cannot provide feedback to individual candidates as to why they were not short-listed for interview.**