



MIDDLEWICH HIGH SCHOOL

Excellence in Learning – Achievement for All

APPLICATION PACK - LEARNING PRACTITIONER



Middlewich High School is part of the Sir John Brunner Foundation. The Sir John Brunner Foundation is a company limited by guarantee, registered in England and Wales with company number 11227336 and an exempt charity, whose registered office is at Monarch Drive, Northwich, Cheshire, CW9 8AF.

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LETTER FROM THE HEADTEACHER

Welcome to Middlewich High School

Thank you for expressing an interest in the post of **Learning Practitioner**. I hope that what you read inspires you to make a successful application.

I am now in my third year of Headship and I am delighted to be leading a happy, inclusive school where the success of every member of our community is at the heart of our values. Over the last two years schools nationally have faced many challenges. However our 'No one left behind' ethos and our 'find a way' mindset has ensured that students and staff have continued to thrive and succeed in our school community.

The school is at an exciting point in its history—we are transforming the quality of education, the expectations and ambitions of our young people and ultimately their achievements and future opportunities. You will be stepping into a school that is changing hearts and minds, a community that is recognising their incredible potential. We have entirely overhauled our curriculum offer and we are proud that we are now realising our 'university for all ambition'. Our curriculum is strongly underpinned by an EBACC expectation with MFL remaining as a core offer at GCSE. We offer breadth and depth in our curriculum choices—we believe that a strong academic pathway lays the foundations for excellent post16 outcomes. We believe that it is our moral obligation to ensure that our students leave us with the maximum choice available to them—whilst they may not wish to go to University they should have the chance to do so.

At MHS we work hard to ensure that students are given a wide range of experiences and cultural awareness so that they can fully appreciate the diversity of our society. We teach our students that it is our differences that unite us, make us unique and interesting as individuals and as a community. At MHS our culture is built on respect and kindness and we expect to see this demonstrated at all times by students and staff.

We invest heavily in the development of our staff to ensure that they are experts in their field - this means that our students are getting the best professionals in every interaction, every day. At MHS every member of staff from our cleaning team and site staff through to teaching staff and Governors are determined to ensure that the students we have the privilege of educating have a broad and rich curriculum experience. The greatest care we can provide is ensuring that our young people are happy, highly qualified and well equipped for the world beyond the school gates.

Please come and see us for yourselves; we welcome visits during the school day. Please contact Mrs Laura Platt, Personnel Business Manager at lplatt@mhs.school to arrange this.



Ms Heidi Thurland
Headteacher
'Excellence in Learning – Achievement for All'



ABOUT MIDDLEWICH HIGH SCHOOL

Middlewich High School is an excellent school where all children are valued as individuals. At Middlewich High School students are placed at the heart of all we do. Our focus is on excellence in learning which drives the achievement for all students. We strive to offer a fully personalised curriculum and maintain a relentless drive to offer outstanding learning opportunities, in order to raise standards. It is our intent to ensure that students leave us confident, happy, equipped with the knowledge and skills they need to succeed in life. We strive as a community to be lifelong learners and we are working hard to develop a culture of resilience and respect characterised by highly focused, inquisitive, happy students and staff.

The school buildings are a blend of old and new. The main building dates back to 1906, with later additions including teaching areas, laboratories and technology rooms and a Music Suite. Lessons are delivered in specialised teaching areas that are well maintained by our dedicated site team and are well equipped to support students' learning. We are in the process of planning some exciting new developments for the school which will greatly improve the facilities and resources for our children.



We have a 20 place resource provision for ASC and Hearing Impaired students, we have highly skilled professionals who support students with complex needs. Our aspiration for SEND students is no different to our mainstream, we expect our students to realise their potential, to follow high quality qualifications and we support them to do so.

We have the clearly stated aim of being the school of choice for our community, we are delighted that as a result of transformational leadership and the excellent work of every member of staff our school is oversubscribed with 705 currently on roll. In September 2021 we welcomed the largest intake of students into the school in current Yr7 and we are delighted to see that the vast majority of students applying to be with us are directly from our local community. This represents a significant change and further underlines the significant improvement in our reputation.

We have strong links with Sir John Deane's Sixth Form and we are delighted that several of our students have gone onto Oxford and Cambridge in recent years. As of the 1st December 2021, we have become part of the Sir John Brunner Foundation which is a group of outstanding educational providers currently comprised of The County High School Leftwich and Sir John Deane's Sixth Form. The shared ambition of The Sir John Brunner Foundation is that every child's life is enhanced and advanced through the highest standards in education and that every child fulfils their academic potential through a broad and diverse education.

Every child and professional within The Sir John Brunner Foundation is able to feel happy and safe, knowing they are an important and valued member of our communities and understand they belong and are represented in them. The Sir John Brunner Foundation embraces and celebrates difference and uniqueness.

The Sir John Brunner Foundation recognises the importance of first class education in shaping individuals with a strong moral purpose who are driven by loyalty, compassion and a strong sense of contribution to their community and to the world around them.

Professionals thrive within and are supported by The Sir John Brunner Foundation in shaping careers which allow the fulfilment of personal and professional goals and dreams.

The
Sir John Brunner
Foundation

ABOUT THE POST

Vacancy: Learning Practitioner

Learning Practitioner (Grade 4 – 32.5 Hours per week - Permanent)

Appointment Date: June 2022

32.5 hours per week, 38 weeks per year – Term Time Only

Hours of work - 8:25am – 3:25pm Monday – Friday

Grade 4 - £19,650 – £20,043 Pro Rata

Actual Salary £14,446 - £15,067

Middlewich High School is a forward-thinking mainstream school. We are looking to appoint 3 enthusiastic, specialist Learning Practitioners to facilitate the access to curriculum and emotional welfare of students who have a range of complex learning needs.

To be considered for this role you must have the motivation and drive to facilitate the inclusion of pupils, you will need to demonstrate a desire to improve pupil outcomes by working as part of a highly motivated team, possess a flexible approach to enable you to support students in class. You should be flexible, resilient and have a positive approach to work.

To apply for this position, please complete the Middlewich High School application form and return to lpatt@mhs.school

Closing Date – Monday 23rd May 2022, 12pm

Interviews – Wednesday 25th May 2022

The school is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. The successful applicant must have enhanced DBS disclosure and satisfactory references. The School is an equal opportunities employer.

ABOUT THE DEPARTMENT

The Special Educational Needs and Disability (SEND) Department is part of the Student Services team. It comprises of two provisions, one for the Hearing Impaired (HI), and one for students with Autistic Spectrum Condition. SEND is also responsible for students with communication and interaction difficulties, cognition and learning difficulties, social, emotional and mental health difficulties, and sensory and/or physical difficulties.

Department Aims:

To support pupils with SEND to have a happy and inclusive education, culminating in achieving their full potential.

Support:

Students are supported through a combination of in-class support from Teaching Assistants, withdrawal for small group or 1:1 work in tutorials. A variety of resources, including ICT are used to help students access the curriculum effectively. We also work closely with outside agencies to support our students.

Some students may also be eligible for examination access arrangements, that will be applied for using supporting evidence.

Progress is monitored by the SEND team using school support plans. These are reviewed bi-annually, and parents invited to discuss. Students with an Education Health Care Plan (EHC Plan), formally known as Statements will also have an Annual Review. Progress of Cared for Children is via Personal Education Plans (PEPs) which are reviewed in line with each child's Care Plan. These monitoring arrangements are additional to those of every student.

JOB DESCRIPTION - LEARNING PRACTITIONER



Middlewich High School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job details

Job title: Learning Practitioner

Salary: Grade 4

Hours: 32.5 Hours

Contract type: Part-time

Reporting to: SENCO

Responsible for: N/A

Main purpose

To support the teaching staff and teaching assistants in the development and education of pupils in accordance with the aims and policies of the school.

Duties and responsibilities

- Assist teaching staff in the delivery of learning activities and work programmes and undertake predetermined activities with pupils so that their intellectual and social development (including self-reliance and self-esteem) is fostered.
- Supervise the activities of individuals or groups of pupils both in and out of the classroom (including educational visits) to ensure their safety and facilitate their physical and emotional development in accordance with the school's behaviour management policy.
- Monitor individual pupil's progress, achievements and development and report these to the teaching staff/line manager to inform decisions taken regarding the Individual Education Plan, Behaviour Plans and Personal Care Programmes for a pupil.
- Liaise with parents and carers in conjunction with the teaching staff to ensure effective communication concerning the pupils' well being.
- Record pupil information, as specified by the teaching staff/line manager to ensure that schools' information systems are maintained.
- Assist with the development, implementation and evaluation of EHCP/SEND Support Plans
- Attend staff and other meetings and participate in staff training development work and staff reviews as required
- To work with pupils in class, at the direction of the teacher, to help with pupils' learning (this may include working with an individual pupil or small groups as part of an intervention programme)
- Implement agreed learning activities/teaching programmes, adjusting activities accordingly to pupils responses/needs.

Learning Practitioners will be required to safeguard and promote the welfare of children and young people, and follow academy policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Learning Practitioner will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher.

PERSON SPECIFICATION - LEARNING PRACTITIONER

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications and training	<ul style="list-style-type: none"> GCSEs at grades 9 to 4 (A* to C) including English and Maths 	<ul style="list-style-type: none"> Level 2 or 3 Certificate in Supporting Teaching and Learning in Schools, Level 3 Diploma in Childcare and Education, or other relevant qualification in nursery work or childcare 	<ul style="list-style-type: none"> Application form
Experience	<ul style="list-style-type: none"> Experience of working with children 	<ul style="list-style-type: none"> Successful experience in more than one school 	<ul style="list-style-type: none"> Application form, letter, references, interview
Skills and knowledge	<ul style="list-style-type: none"> Good literacy and numeracy skills Good organisational skills Ability to build effective working relationships with pupils and adults Skills and expertise in understanding the needs of all pupils Knowledge of how to help adapt and deliver support to meet individual needs Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils Excellent verbal communication skills Active listening skills The ability to remain calm in stressful situations Knowledge of guidance and requirements around safeguarding children Good ICT skills, particularly using ICT to support learning 	<ul style="list-style-type: none"> Understanding of roles and responsibilities within the classroom and whole school context A range of interventions covering the four areas of need 	<ul style="list-style-type: none"> Letter, references, interview
Interpersonal Skills	<ul style="list-style-type: none"> Energetic, able to work under pressure and meet deadlines Approachable Excellent communication skills Ability to make and take decisions Ability to show initiative 		<ul style="list-style-type: none"> Letter, interview and references
Personal qualities	<ul style="list-style-type: none"> Enjoyment of working with children Sensitivity and understanding, to help build good relationships with pupils A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school Commitment to maintaining confidentiality at all times Commitment to safeguarding pupil's wellbeing and equality 	<ul style="list-style-type: none"> Professional ambition with the desire for career development 	<ul style="list-style-type: none"> Letter, interview, references

HOW TO APPLY

Please note that only applications submitted on the Middlewich High School application form will be considered. **CVs are not accepted.** In addition, candidates are invited to submit a letter (no more than one side of A4, font size 12) outlining their experience and suitability for this particular post.

Completed applications should be addressed to the Headteacher but posted to –

Mrs Laura Platt

Business Manager: Personnel

Middlewich High School

King Edward Street

Middlewich

CW10 9BU

If you prefer, please email your completed application to lpatt@mhs.school



The closing date for applications is to Monday 23rd May 2022, 12pm

Interviews will take place on Wednesday 25th May 2022.

If you have not heard anything from us by **Tuesday 24th May 6pm 2022** please assume you have been unsuccessful in your application on this occasion.

Finally, thank you very much for showing interest in Middlewich High School and this post in particular. Please do not hesitate to contact Mrs Laura Platt at the Academy if you require further information or clarification of any matter. We look forward to receiving your application.

As part of the Safer Recruitment process, references will be requested before interview.

WORK FOR US - BENEFITS OF WORKING FOR THE SIR JOHN BRUNNER FOUNDATION

The Sir John Brunner Foundation is a Multi Academy Trust employing over 430 Staff and educating some 3400 students.

The Multi Academy Trust comprises of Sir John Deane's Sixth Form College, The County High School, Leftwich and Middlewich High School, all of which are high performing Academies. Founded on the shared ambition that every child's life shall be enhanced through the highest standards in education. We let our results speak for themselves.

We are a warm and welcoming community, situated in the heart of Cheshire. The Foundation is an excellent place to work whether you are beginning or continuing in your profession. Our Academies have superb teaching, learning and recreational facilities, and staff will receive excellent benefits. Combined with a community of high calibre staff and students, the Foundation is a place you will look forward to coming in to work each day. New colleagues will be fully supported with tailored induction programmes.

Career Development

As an educational organisation, we value career and professional development. We are committed to ensuring that colleagues benefit from engaging professional development that includes:

- A structured induction programme for new starters to help them settle into their new role
- An annual performance and development review
- Support to develop in their chosen field and reach their full potential
- Opportunities across the Sir John Brunner Foundation Multi-Academy Trust
- Culture and Ethos
- We pride ourselves on being an extraordinary community where our professionals hold a shared ethos and mission of excellence, integrity and passion:
- Highly motivated and ambitious students, as evidenced in our Academies track record.
- Professional and supportive colleagues.
- Opportunities throughout the year for inter-departmental knowledge sharing and best practice.

The logo for The Sir John Brunner Foundation. It features a vertical red line to the left of the text. The word 'The' is in a small, grey, sans-serif font. 'Sir John Brunner' is in a large, dark blue, serif font. 'Foundation' is in a medium-sized, grey, sans-serif font.

The
Sir John Brunner
Foundation

CONTINUED - WORK FOR US - BENEFITS OF WORKING FOR THE SIR JOHN BRUNNER FOUNDATION

Employee Wellbeing

In commitment to ensuring a high standard of employee wellbeing, all our Academies have signed up to the Department for Education's Wellbeing Charter. Similarly, the Foundation is committed to supporting the health and wellbeing of colleagues by offering a variety of initiatives:

- Personnel department with a focus on wellbeing and tailoring support.
- Enhanced Family Friendly policies to support work-life balance.
- Staff Consultative Association.
- Access to Occupational Health and counselling service that offers support through times of difficulty.
- Access to an employee health plan.
- General benefits
- Generous holiday entitlement
- Public Sector Pension scheme membership (TPS or LGPS as appropriate)
- Free on site car parking
- Free WiFi access
- Funding for training and development
- Long service recognition
- Staff discounts available at participating organisations

The Sir John Brunner Foundation Centre

Situated off the gallery in the impressive Brunner Hall, at Sir John Deane's Sixth Form College campus, The Sir John Brunner Foundation Centre facilities include pleasant and spacious open-plan office and board room.

Sir John Deane's Sixth Form College, is a modern, purpose built, architecturally designed campus, this sets the scene for a culture and ethos that puts the learning and success of students at the heart of everything we do. Colleagues enjoy access to two Starbucks Cafes, a delibar and daily home-made cakes. The beautiful College grounds are enjoyed by students, colleagues and the resident wildlife, and is a short stroll to the River Weaver.

Colleagues employed in central Foundation posts, are welcomed to visit and work from all Academies within the Foundation, from time to time.