



HARTLAND HIGH SCHOOL

HARTLAND HIGH SCHOOL

RECRUITMENT PACK



Proud to be part of the

GREENSHAW
LEARNING TRUST

Hartland High School,
125 Hartland Rd,
Reading,
RG2 8AF

Email: contact@hartlandhigh.co.uk

Telephone: 01189 370200



**HARTLAND
HIGH SCHOOL**

Dear candidate

Thank you for your interest in the role of Mountain Rescue Practitioner at Hartland High School. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Hartland High School is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School Recruitment Officer, Swati Kurle (skurle@hartlandhigh.co.uk). We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Emily Davey, Headteacher

ABOUT OUR SCHOOL

At Hartland High School, our goal is for every student to climb their own personal mountain to the very best universities in the country or careers of their choosing. To achieve this, we have built our school around five pillars.

Academic Excellence

All our students will leave us with excellent grades. We recognise that to be a true vehicle of social mobility, our students must have results that enable them to make choices about their futures and leave with opportunities in front of them. We know that learning is joyful and that all children are motivated to learn when they are provided with conditions in which they can experience success and classrooms in which they feel they belong.

Character Education

Our students are taught excellent character. Our mantra 'Work hard, be kind' underpins everything we do. Students have access to a broad enrichment programme and experiences beyond the classroom that will equip them with the character required to succeed.

Pastoral Care

We recognise that adolescence is a challenging period for our young people and that with a high proportion of disadvantage in the community we serve, many of our students will require pastoral support in order to thrive. Our pastoral leaders, exceptional safeguarding and mountain rescue provision means our school is a safe and caring environment.

Community Involvement

Our community is one of our greatest assets, from parents and carers, extended families often with multiple generations who have attended our school, and other local community members and activists. And we know that parents and carers are critical in our students' journeys up their mountains.

Investment in Staff

All members of staff deserve to be treated with respect at all times. We value incredibly highly the important work that our teams and individuals do. We commit to ensuring all staff receive high quality professional development so that they can grow their careers with us or within GLT.

Hartland High School is on a rapid journey of school improvement, backed by a trust with a track record of turning around failing schools in areas of historic underperformance. This is a hugely exciting opportunity to be part of the leadership team driving forward change in a school context with high proportions of socioeconomic disadvantage.

TERMS AND CONDITIONS

CONTRACT

Maternity Cover

SALARY

Salary calculated in line with support pay scale, points 6-11, (£25,989 to £28,142 per annum) and the pro-rated salary will be £24,052-£26,045. Starting salary and pay points will be aligned with relevant regional NJC spine on appointment, dependent on the location of the postholder.

HOURS OF WORK

You will work 37 hours per week, during term time plus 4 weeks (42 weeks).

PLACE OF WORK

Hartland High School, 125 Hartland Rd, Reading RG2 8AF.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

GLT will recognise continuous local government service for redundancy purposes in line with the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Mountain Rescue Practitioner
Responsible to:	Assistant Head Teacher

ROLE OVERVIEW

The duties and responsibilities in this job description are not restrictive and the post holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

MAIN DUTIES AND RESPONSIBILITIES

- To assess, manage and deliver pastoral and learning support with Mountain Rescue.
- To deliver interventions with Mountain Rescue as agreed in consultation with key staff.
- To deliver group interventions i.e. ELSA, nurture groups as needed.
- To work alongside teachers in the classroom to deliver learning to support the academic achievement of all pupils who are unable to attend lessons.
- To support students during transition periods and encourage them to return to lessons.
- To provide feedback to pupils, the SENCO and the class teachers on progress within Mountain Rescue.
- Assist the teacher with preparing materials for students to use in Mountain Rescue.
- To support the pupils to understand instructions and develop independent learning skills.
- To work in line with the behaviour for learning policy.
- To support students with their social, emotional well-being and reporting concerns where appropriate.
- To assist in responding to low level safeguarding concerns.
- To act as CME (Children Missing Education) Officer liaising with local authorities as appropriate and making any necessary resulting referrals.
- To support the SENCO in the identification of the needs of students on the SEN register.
- Record basic student data.
- Assist with break and lunch time supervision as required.

- Assisting with extra curricular clubs, sometimes out of the normal hours.
- To complete required training.
- To follow all Health & Safety, safeguarding and GDPR requirements.
- The post holder is responsible for ensuring that the school safeguarding/child protection policy is adhered to and concerns are raised in accordance with this policy.
- To be first aid trained, and willing to assist students where necessary.
- To carry out tasks as reasonably required by the Headteacher.
- To play a full part in the life of the school community and to encourage staff and students to follow this example.
- To actively promote school policies and procedures.
- To be responsible for own continued professional development.
- To comply with the school's Health & Safety policy and undertake risk assessments as appropriate.
- To be courteous to colleagues, visitors and telephone callers and provide a welcoming environment.
- To attend meetings scheduled in the school calendar punctually.
- To adhere to the School's Safeguarding Policy.

STAFF DEVELOPMENT

- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To engage actively in the Performance Management process.
- To participate in whole school professional learning programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
GCSE Maths & English Grade C/4 or equivalent	x	
Good literacy and numeracy skills	x	
Appropriate experience of operating in a similar role	x	
A Level or equivalent		x
Personal and Professional Qualities and Attributes		
Knowledge of using IT systems and packages, in particular Microsoft Office	x	
Experience of working with vulnerable young people	x	
Experience of working in a school's environment	x	
Strong verbal & written communication skills and an ability to use these to have a positive input on student learning in the classroom & in small groups/1-1	x	
Ability to carry out allocated tasks under the supervision of our SENCO lead	x	
Ability to empathise and move students forward in their learning	x	
Able to build good relationships with students and to support good behaviour in & beyond the classroom	x	
Ability to develop one to one relationships with students with particular learning needs	x	
Ability to work within set guidelines and respond to unexpected circumstances	x	
Evidence of continuous professional development		x
Quick to adapt and take on new initiatives		x
Willing to undertake further training which may be required		x
Additional Requirements		
Excellent interpersonal and communication skills	x	
Ability to establish positive relationships with staff members at all levels	x	

Be confident in the use of email and database programs	x	
Able to take a whole school perspective on issues	x	
Smart and presentable	x	
Professional attitude at all times	x	
Approachable and Empathetic	x	
Excellent attention to detail	x	
Flexible and enthusiastic	x	
Ability to be self-motivating	x	
Resourceful, creative and enthusiastic	x	
Ability to remain positive	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59 pm on 24th June 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post in September 2026.



GREENSHAW
LEARNING TRUST



ORU Sutton,
7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



info@greenshawlearningtrust.co.uk



www.greenshawlearningtrust.co.uk



HARTLAND
HIGH SCHOOL



125 Hartland Road
Reading
RG2 8AF



0118 937 0200



contact@hartlandhigh.co.uk



www.hartlandhigh.co.uk