



**WEST KIRBY
SCHOOL &
COLLEGE**

Changing Children's Lives

Candidate Information Pack

For The Role Of:

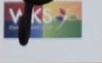
**Science Teacher
with an Interest in
Animal Care**

Closing Date For Applications:

Monday 31st March 9am





 **WEST KIRBY SCHOOL**
A DAY AND RESIDENTIAL SPECIALIST SCHOOL AND COLLEGE

Contents

ABOUT OUR SCHOOL	04
WELCOME FROM OUR HEADTEACHER	05
EMPLOYEE BENEFITS	06
THE ROLE	
Role Overview & Application Process	07
Person Specification	08
Job Description	10



ABOUT OUR SCHOOL

Our dedicated staff are committed to 'Changing children's lives, building better futures'.

We achieve this through a consistent approach towards understanding the needs and motivations of children and young people ('CYP'); and through recognising and celebrating their efforts and achievements.

As a non-maintained special school, West Kirby School and College caters for CYP, aged 5-19 years, with a range of complex special educational needs and disabilities ('SEND'). We support pupils with social and communication difficulties; Autistic Spectrum Condition; ADHD; PDA; related learning and emotional, sensory and motor needs, across a range of cognitive abilities.

Our aim is for young people to leave West Kirby School and College with **academic accreditations**, together with developed **social, emotional** and **communication skills**. We achieve this through a structured, supportive learning environment with an individualised curriculum, based on relevant and meaningful learning, where CYP make aspirational progress from individual starting points.

In tandem with this, we promote the development of **life skills, personal wellbeing** and **good mental health** through structured activities and adventures, both in and outside school. These enrich learning opportunities and give pupils an appreciation of the wider world, of community and charitable partnerships.

Our broad approach enables pupils to experience and develop **career pathways** which, we hope, will lead them towards a successful adult life. Due to its location to the North West of the Wirral peninsula, West Kirby is able to offer a wide range of opportunities for community relationships, sports, water recreation and natural history. Liverpool and Chester with their wealth of art, culture and history are within easy reach.

The school is close to the centre of West Kirby village and is 200m from the nearest beach and local marine lake.



WELCOME FROM OUR HEADTEACHER



Dear Candidate,

I am delighted that you are interested in joining West Kirby School & College as a **Science Teacher**

I hope that this information pack gives you a flavour of this role and our wonderful school community.

Welcome to West Kirby School and College, a non-maintained special school initially founded over 100 years ago as a hospice for children. Since that time we have grown and developed into the successful school we are today. Times have changed, but we remain enthused by the opportunity to support, enable and develop children and young people towards realising their aspirations.

Ultimately, we want to support each of our pupils towards '**living their best life**'.

As a team, we are driven to inspire and motivate pupils, ensuring they are equipped with knowledge, skills and experiences which will help them achieve their goals and ultimately reach their full potential. We understand that each child and young person is different and has individual needs. Therefore we tailor teaching, learning and therapeutic interventions - making activities accessible so pupils can flourish and thrive.

Our **nurturing environment, culture of respect, and promotion of acceptance and diversity** is a backdrop which allows pupils to grow into young adults, who have an understanding of themselves and those around them.

Our **safe and accepting space** also allows pupils to express themselves so they feel part of our **community**. Coupled with this, we are dedicated to working within our community, using our expertise to offer support to local schools, colleges and parent groups in areas of Special Educational needs and Disabilities. We are currently developing a programme of free training and support which will be offered across the Local Authority.

As Headteacher of WKS, I would be delighted to welcome you to the school to see for yourself our inspirational environment and for you to meet our equally inspiring pupils.

With Warm Regards,



Mr Richard Hicks
Headteacher

EMPLOYEE BENEFITS

Looking After You and Your Health

All employees are enrolled (free of charge) into our **Healthcare Scheme** – provided by Benenden Healthcare. From day 1 of your employment, and through your Benenden membership, you can:

- ✓ Get access to and **talk to a GP 24/7** and a **24/7 mental health helpline**
- ✓ Get **care planning and social care advice**
- ✓ Get access to **medical diagnostics** (when the wait on the NHS is over 3 weeks)
- ✓ Get support with **medical treatment and surgery** (when the wait on the NHS is over 3 weeks)
- ✓ Get access to **physiotherapy and mental health counselling support**

School Facilities

You will have access to our **School Gym** and **Sauna**

You will also have access to a **free school lunch** – a choice of hot meal, salad bar, sandwiches and wraps as well as a selection of cakes

We offer half-termly **well being afternoons** for our staff where they can take part in a variety of activities such as yoga, golf ... and more!

Building Your Capability

From day 1 of your employment you will be supported with your **Continuous Professional Development**, with a focus on supporting you to build your personal levels of capability; helping you to become the **best version of you that you can be**.

Looking After You and Your Family in the Difficult Times

All employees are enrolled (free of charge) into our **Group Life Assurance Scheme** – provided by Unum. After 6 months of employment, and through Unum, if you were to die unexpectedly your nominated beneficiary would receive up to **4 x your annual salary**.

Saving for the Future

All non-teaching staff are eligible (and will be automatically enrolled) to join the School's **Private Pension Scheme**, after 3 months of employment.

The School will match your contributions (like for like) to your private pension up to **7%** of your annual salary.

ROLE OVERVIEW & APPLICATION PROCESS

West Kirby School & College is seeking to appoint a dedicated Science Teacher with an Interest in Animal Care

Closing Date For Applications: Monday 31st March 9am

Salary: M1 – UPS3 depending on experience + 1SEN point (£2679)

Contract: Permanent

Hours: Full time

Role Overview:

We are seeking a **Science Teacher with an interest or experience in leading on animal care**. Flexibility, humour and willingness to go the extra mile are essential for all staff to ensure a high standard of support for all our pupils.

You must be a highly motivated practitioner who is able to meet the complex needs of young people who have a history of difficulties within a learning and social environment. **In addition to Science, candidates should clarify other curriculum skills / experience they can offer.**

You will:

- Be able to teach KS2, KS3 and KS4 Science
- Have a specialism to take to A Level
- Have an interest of experience in animal care
- Be committed to working with children with SEND
- Have knowledge of or interest in ASD and understand associated behaviours
- Have a passion for developing children and children's learning
- Have had involvement in recording, development, analysing and tracking pupil progress
- Be committed to working within a team promoting exciting and creative learning

Application Process:

Application forms and further information can be found via the school website: www.wkrs.co.uk or contact recruitment@wkrs.co.uk. **The school does not accept CVs.**

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to rigorous recruitment checks and an enhanced DBS check.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

PERSON SPECIFICATION

Person Specification – Science and Animal Care Teacher

West Kirby School and College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential These are qualities without which the applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Method of Assessment
Qualifications	• Degree in related subject • PGCE with QTS	• A qualification in Special Educational Needs • Level 3 Diploma in either Animal Care, Animal Studies or Applied Science • City & Guilds Level 2 Technical Certificate in Animal Care • City & Guilds Level 3 Animal Management	• Production of the Applicant's Certificates
Experience	• Experience of having taught in a classroom environment • Experience of differentiating work programmes for pupils • Experience of monitoring, tracking and analysing student progress in Science • Genuine interest in the welfare in animals	• Experience in working with young people with SEND • Proven success in preparing pupils for external examinations • Experience of working with ASD • Experience in the care and management of reptiles and invertebrates • Experience in the care and management of birds and poultry	• Contents of the Application Form • Interview • Professional References

PERSON SPECIFICATION (Cont.)

Person Specification – Science and Animal Care Teacher

West Kirby School and College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential These are qualities without which the applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Method of Assessment
Experience (cont.)		• Previous work in an animal care environment • Previous experience of the care and management of medium size mammals • Basic handling skills (e.g., handling, cleaning & feeding)	• Contents of the Application Form • Interview • Professional References
Skills	• Able to present lessons in an engaging way for pupils • Able to enhance classroom presentation through the use of ICT • Able to teach pupils to A Level standard in Science	• Has held responsibility for more than one curriculum area • Has held other whole school/management responsibilities	• Contents of the Application Form • Interview • Professional References
Knowledge	• Knowledge of the National Curriculum • Understand the difficulties of motivating young people with low self esteem	• Knowledge and understanding of ASD	• Contents of the Application Form • Interview • Professional References

PERSON SPECIFICATION (Cont.)

Person Specification – Science and Animal Care Teacher West Kirby School and College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.			
	Essential These are qualities without which the applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Method of Assessment
Personal Competencies and Qualities	• Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours • Positive attitude to use of authority and maintaining discipline • Sense of humour and patience • Willingness to work as part of a team	• Willingness to take part in extra curricular activities • Adaptable and flexible	• Contents of the Application Form • Interview • Professional References

JOB DESCRIPTION

Job Description – Science and Animal Care Teacher

West Kirby School and College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Summary of The Role:

Under the direction of the Headteacher, carry out the professional duties of a teacher as set out in the School Teachers' Pay and Conditions Document.

Raise standards of student attainment and achievement within Science and monitor, support and track student progress.

Deliver Science up to GCSE and A Level.

Working with our Animal Care Technician, teach children who are keen to work with animals about care and husbandry of a range of creatures, many of which we have based on site.

Lead the development of Science across the School.

Line Management Responsibility to:

Headteacher

Main Duties & Responsibilities:

Teaching Responsibilities:

- Promoting and safeguarding the welfare of children and young persons;
- Ensure Health & Safety Policies and Procedures are promoted through good working practices within the department;
- WKS recognises the importance of CPD and is committed towards all staff having access to appropriate training in line with appraisal objectives and the School Development Plan;
- To teach Science to groups of students of all abilities across Years 7 – 11 and Post 16;
- To ensure that all lessons are planned with clear aims and objectives;
- To ensure that all lessons are delivered in line with the departmental schemes of work and school policies;
- To differentiate work according to individual pupil needs;
- To encourage all students to be actively engaged in their own learning and in reviewing their progress against targets;
- To ensure that all the students are known by name and that the classroom atmosphere is positive at all times;

JOB DESCRIPTION (Cont.)

Duties & Responsibilities (Cont.):

- To encourage and foster intellectual curiosity;
- To deal with inappropriate behaviour quickly and effectively according to school behaviour policy;
- To check that all subject matter is effectively communicated and understood by all groups of students;
- To set appropriate tasks and challenges for homework accordingly to the published timetable and ensure that it is regularly marked with constructive feedback;
- To keep careful records of student progress in line with departmental and school policy;
- To ensure that there is a high standard of display work the classroom, which is changed frequently;
- To keep work areas tidy and well organised;
- To attend scheduled meetings in the school;
- To work with colleagues to formulate plans which have coherence and relevance to the needs of the individual students and to the aims and objectives of WKS.

Staffing:

- To set appropriate work for classes within Science during any periods of absence and make sure that the work is thoroughly reviewed on return;
- To act as a positive role model and promote the aims, values and ethos of the school and uphold all rules and policies;
- To read and adhere to all the procedures as set out in the Staff Handbook;
- To carry out a share of supervisory duties in accordance with normal school schedules;
- To participate in appropriate meetings with colleagues and parents;
- To carry out other duties which may be reasonably required by the Headteacher;
- To enforce the school's behaviour and uniform policies on a daily basis.

Management Information:

- Lead the development of Science provision throughout the school;
- To ensure the maintenance of accurate and up-to-date information on all classes taught;
- To track pupil data across the school;
- To identify and take appropriate action is issues arising from data, systems and reports;

JOB DESCRIPTION (Cont.)

Duties & Responsibilities (Cont.):

- Produce reports for the school on assessments data, including examination data.

Animal Care:

- Support the Animal Care Technician with the following:
- Ensure the general high standards of welfare for all animals on site;
- Maintain a high degree of cleanliness throughout the site;
- Ensure thorough and accurate record keeping of all animals on site, including the recording of any information related to their care and husbandry;
- Support the selection, procurement and sourcing of new animals for the site as and when required;
- Ensure all animal enclosures are appropriately prepared to receive new animals and are regularly cleaned and maintained to a very high standard;
- Ensure all animals have access to food and water at appropriate intervals for their size, species and type;
- Ensure animals are kept in optimum conditions for their type and species so that they may thrive (light, temperature, humidity, ventilation and any other factors);
- Ensure all animals' health is monitored through an appropriate cycle of checks;
- Ensure that any sick or injured animals receive the appropriate care they need in a timely way;
- Ensure the safe storage of any medicines or hazardous materials on site;
- Ensure the safe storage and disposal of any waste materials on site;
- Ensure supplies of food, water, and bedding, and other stocks and items are ordered and maintained; managing the inventory appropriately;
- Ensure that all deceased animals are removed from site and disposed of in an appropriate way;
- Ensure that all administrative duties including checks and documents are completed to the required level of accuracy and within deadlines;
- Ensure that a library of care sheets is maintained and updated (when required) to clearly and accurately outline and describe the needs and animal husbandry routines for each species and type of animal on site;
- Ensure all relevant school policies and risk assessments are adhered to, and input into their review and creation;
- Maintain and keep up to date own knowledge and skills to ensure the best care for animals on site.

JOB DESCRIPTION (Cont.)

Duties & Responsibilities (Cont.):	Pastoral Responsibilities: • To ensure effective communication and consultation with parents and carers of students; • To act as a Form Tutor and carry out all of the responsibilities linked with that role; • To monitor and support the overall progress and development of students within your Tutor Group; • To monitor student attendance in lessons and ensure that follow-up procedures are put in place where necessary. School Ethos: • To play a full part in the life at WKS; to support its ethos and to encourage all students and staff to follow this example; • Actively promote the school’s policies at all times. You may also be required to undertake any other duties the Headteacher may require from time to time.
--	--





West Kirby School & College
Meols Drive
West Kirby
Wirral
CH48 5DH

0151 632 3201

schooloffice@wkrs.co.uk