

# WINDLEHURST SCHOOL

Respect - Courage - Inspire - Achieve



C ORMISTON  
HEADTEACHER

P BERRY  
DEPUTY HEADTEACHER

Dear Candidate,

Thank you for your interest in the post of General Teacher at Windlehurst School. We hope you will be the person who has the right combination of skills and personal attributes to join our established, experienced team of staff which aspires to be an outstanding team, making Windlehurst School an excellent school. In this pack of information, you should find this letter, a job description and a person specification. If, however, you still have questions or would like further information before deciding if this is the right job for you, please feel free to contact the school. Visits to the school would be encouraged.

Windlehurst School is unique and diverse in many ways. It is currently based on two sites, one in Hawk Green in Marple and one in Stockport Town Centre. The separation of the sites allows us to be flexible in the way that we work with pupil groups and helps us try and meet the individual needs of the young people that we work with. This does bring logistic issues for the staff therefore casual car use is essential.

Our young people are drawn from Stockport's population of pupils who have EHCPs for Social, Emotional and Mental Health and range in age from 11 to 16. Pupils can differ in terms of their individual needs and this means that a wide range of challenging behaviour can be exhibited at times. Whilst this can also be challenging for staff, there are many rewarding aspects of the job that come from building and maintaining positive relationships with pupils and making a real difference to their lives.

If you have the "right stuff" to work with pupils with SEMH it can be the best job in the world and we would love to have you on board. At Windlehurst we look to utilise the strengths and skills of those that work here but staff need to be flexible, which may mean teaching a range of subjects and adapting to the needs of pupils, groups and individuals. Staff also need to be prepared to work across both sites as and when required. We can offer you a number of additional incentives such as free parking at both sites, a free school lunch each day and access to our Employee Assistance Programme alongside other Local Authority employee benefits.

This really is an exciting time to be a member of Windlehurst School as either pupil or member of staff. We hope that having taken the time to read this information you feel that you are the right person for this role and look forward to reading your application.

Yours faithfully

*C Ormiston*

Mr C Ormiston  
Headteacher

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## Stockport Council Job Description

**Job Title:** Teacher  
**Department:** Windlehurst School  
**Directorate:** Children and Young People's

**Vacancy Number:** SEPT 2025

Salary Grade: MPS + 1 SEN POINT

**Post Reports to:** Headteacher  
**Post Responsible for:**

### Main Purpose of the Job:

To be responsible for the teaching of students attending Windlehurst School which comprises two sites across Stockport; one in Hawk Green Marple and the other in Stockport Town Centre.

This role will be carried out within the framework provided by relevant sections of the most recent Teacher's Pay and Conditions Document and policies of the Metropolitan Borough of Stockport and Windlehurst School. Applications are welcomed from all curriculum areas and Early Career Teachers.

Teach a class of pupils with identified SEMH:

- Thoroughly plan all lessons with a view to engaging pupils through a well thought out series of activities designed to be appropriate to the level of ability of each pupil.
- Use accurate assessment to ensure a detailed knowledge of the strengths and weaknesses of each pupil you teach. Use this knowledge to plan lessons which will appropriately challenge each pupil leading to measurable and demonstrable progress.
- Work with colleagues to plan and deliver high quality cross-curricular activities which offer opportunities for pupils to enjoy and achieve.
- Work with colleagues to plan and deliver high quality lessons in a range of subjects.
- Take responsibility for the organisation of one or more areas of the curriculum, monitoring quality of its delivery and assessment across the school.

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To support the vision, ethos and policies of Windlehurst School, promoting at all times high levels of achievement and behaviour.

To support the maintenance of good order and discipline at all times during the school day through the effective implementation of policy and procedure.

To undertake break time and lunchtime duties as appropriate.

To implement the School's equalities policy fully and work to actively overcome and prevent discrimination on the grounds of race, gender, disability, sexual orientation, class or age in any part of the school.

To undertake the duties as tutor to allocated students:

- Act as form tutor to a group of up to 8 pupils.
- Communicate regularly both formally and informally with parents/carers and representatives of those other agencies required to provide "wrap around" support for the pupils in your form.
- Working with the SENCo, develop and agree SMART targets (both learning and behaviour) for pupils in your form.
- Agree strategies to meet these targets, communicate this information to all involved and record progress towards meeting targets.

The School operates a no smoking policy when on School business or in School buildings.

The post holder is encouraged to join a relevant professional association.

Due to the location of the two sites and the vocational / engagement work we do with pupils; all staff are required to have a car and must be prepared to transport pupils (within constraints of safeguarding measures and risk assessments).

The post holder will be expected to act in accordance with 'Team Teach' guidelines at all times.

This job description may be amended at any time following discussion between the Headteacher and the member of staff, and will be reviewed annually.

To work positively and inclusively with colleagues and customers so that the School provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.

To fulfil personal requirements, where appropriate, with regard to School policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the School's Mission Statement.

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To work flexibly in the interests of the school. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs, there will be consultation with the employee and any necessary personal development will be taken into account.

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## Generic Competency Person Specification

**Job Title: Teacher**

**Directorate: - Windlehurst School**

Attributes	Competency	SCORE				Essential or Desirable	Selection method A=Application I=Interview T=Test
		0	1	2	3		
<b>EXPERIENCE</b>	Minimum of 2 years teaching (including mainstream)					Desirable	A & I
	Experience of co-ordinating a curriculum area or having an area of responsibility					Desirable	A & I
	Experience of working in an SEMH setting including multi-agency working					Desirable	A & I
	Recent experience of working in a secondary school department					Desirable	A & I
<b>TECHNICAL SKILLS</b>	Skills in the management of young people with challenging behaviours					Essential	A & I
	Empathy with pupils who have problems and their families					Essential	A & I
	Understanding of social inclusion issues and current SEMH pedagogy					Essential	A & I

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	Ability to offer new ideas, put them into practice and to monitor and evaluate their effectiveness					Essential	A & I
	Knowledge of DCFS and local guidance in relation to young people in public care, exclusions SEN, Behaviour and Attendance					Desirable	A & I
	Understanding of a range of learning opportunities and teaching styles that may re-engage disaffected young people					Desirable	A & I
<b>QUALIFICATION</b>	A degree or relevant professional qualification					Essential	A
	QTS					Essential	A
	Evidence of continuing professional development					Essential	A & I
	"Team Teach" qualification					Desirable	A & I
	Behaviour and Attendance / SEN qualification					Desirable	A & I
<b>Generic Competencies</b> (Please see further guidelines below)	Ability to work under pressure and in a challenging environment					Essential	A & I
	Ability to maintain strictest standards of confidentiality					Essential	A & I
	Knowledge of DfE and local guidance in relation to safeguarding procedures. KCSiE					Essential	A & I

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<b>ADDITIONAL FACTORS</b>	Understands and actively supports Stockport Councils diversity and equality policy.					Essential	A, I
	To meet Stockport Council's standard of attendance.					Essential	A, I
	A willingness to be flexible in a changing environment					Essential	A, I
	Willingness to support extra curricular activities					Essential	A, I
	Car driver and use of car for work purposes					Essential	A, I

## Competencies

The main purpose of the above competencies is to define the standards of behaviour required by the organisation. All employees are expected to perform satisfactorily to the generic employee competencies which are reviewed as part of Council's Employee Performance and Development Review scheme for all employees.

Competency	Definition
Communicating Effectively	<ul style="list-style-type: none"> <li>Communicate effectively face to face, by telephone or written word with a diverse range of people</li> <li>Make effective use of new technology in communications contribution</li> </ul>
Being customer focussed	<ul style="list-style-type: none"> <li>Provides excellent customer service</li> <li>Develops and maintains positive working relationships with customers</li> <li>Contributes to the continual improvement of services</li> </ul>
Effective Team Working	<ul style="list-style-type: none"> <li>Develops and maintains positive working relationships with other team members</li> <li>Develops positive working relationships with other teams both within and outside the organisation (e.g. "colleagues" in the voluntary sector or health service)</li> <li>Contributes to the achievement of team goals</li> </ul>
Personal Organisation and Effectiveness	<ul style="list-style-type: none"> <li>Achieves personal objectives on time and to the agreed standard whilst having consideration for the effect on others</li> </ul>

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Personal Development	<ul style="list-style-type: none"><li>• Take responsibility for the development and learning of self and others</li></ul>
Making the most of Information and Communications Technology	<ul style="list-style-type: none"><li>• Can operate all technology necessary for the job role</li></ul>

An assessment is carried out by the employee and their manager. The results are discussed as part of the Personal Development Review meeting.

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