



Recruitment Pack

Student Support Worker

Student Support Worker

Contract: Permanent, Full Time (37 hours per week), All Year Round Position

Closing Date: Monday 3rd November 2025 (12 noon)

Salary Range: B3 (£26,403-£28,142 per annum)

(This is an all-year round position, however, term-time only will be considered).

Thank you for your interest in the role of Student Support Worker at Wetherby High School, this is an exciting opportunity for a talented individual to join our Team.

At Wetherby High School all our staff are deeply committed to ensuring every child receives an outstanding education. Our curriculum, teaching and pastoral care enable students to achieve at the highest academic level, unlocking doors to the future of their choice.

Our staff and students are ambitious to be the best version of themselves. That ambition extends way beyond their academic excellence. We want our students to reach their full potential academically and as young people moving into adulthood. We understand that central to this is developing character and a sense of social responsibility.

We place the children and their personal success at the heart of all our work which means that sometimes we do not take the easiest path, but the path that is right for each individual child. We know that when a child feels safe, happy and supported they thrive.

Strong relationships, developed through our coaching groups and staff circles, are a critical feature of our close and caring school community. Simply put we know our staff and children well and this ensures we offer a supportive and fulfilling learning environment with lots of opportunity to develop leadership potential in staff and children.



“Working at Wetherby has shown how fundamental and necessary relationships are in teaching. I've loved being a coach and supporting students to thrive, academically as well as pastorally.” Casey, Teacher of English

Our strong and distinct **Values** underpin all the work we do, they are lived out day to day in our policies, practices and interactions.



Our commitment to a **Restorative Practice** approach benefits both children and staff supporting the development of strong relationships which ensure everyone feels valued and listened to. This high support and high challenge approach way of working with pupils and staff supports wellbeing through the development of:

- a feeling of belonging and acceptance
- a sense of school community all moving in the same direction
- understanding how actions can affect others
- helping to choose to and want to do the 'right thing'
- developing social and emotional literacy
- developing character and a sense of civic responsibility
- learning how to move through conflict constructively together



The **Coaching Programme** at Wetherby High School is fundamental to 'knowing our children well' and in forming the strong relationships that are crucial for our school community. Coaching groups have approximately ten students (coachees) and one member of staff (coach). The groups are 'vertical' meaning they consist of coachees from Year 7 to Year 11. We meet as coaching groups three times a week; a Monday morning, Wednesday afternoon and Friday afternoon.



Our **House Structures** provide a further sense of belonging for our pupils and staff. As well as encouraging a strong positive competitive drive through inter-house competitions and events, pupils are encouraged to engage in a wide range of enrichment activities and opportunities, ensuring an inclusive approach for all.



Welcome from the Headteacher

Many thanks for expressing an interest in the post of Student Support Worker. I hope you find the enclosed information useful in preparing your application.

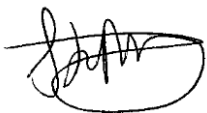
Wetherby High School is a vibrant and welcoming school with inclusive values at the centre of all our work. We believe all our students deserve to have adults around them that are committed to doing all they can to help them succeed in all areas of life. Wetherby High School is in an exciting phase of development, with a new state of the art building for the school community planned be ready in the near future.

The staff at Wetherby High School work exceptionally well together as a team and this post is a key role in developing restorative and relational approaches across school, holding students to high expectations and implementing effective strategies to secure engagement, attendance and progress. This is therefore a very exciting position that will appeal to an ambitious individual seeking a varied and interesting opportunity to utilise and develop key skills.

Wetherby High School is committed to providing high quality continuous development for all our staff. Our wide range of enrichment, extra-curricular activities and community builders provide our staff with opportunities to get involved and share their interests and hobbies alongside their professional knowledge and expertise.

If you believe that you have the skills and attributes required of this role, please forward a covering letter outlining the reasons for applying for this position, a copy of your Application Form, via email to hr@wetherbyhigh.co.uk

Yours faithfully





“The sense of community is what I love the most about working at Wetherby. There are so many opportunities to build relationships with not only children, but other members of staff. It is those strong relationships that allow us to support and challenge each another to ensure the very best provision for children each day” Sarah, Leader of Science

Job Description

Job Title:	Student Support Worker
School:	Wetherby High School
Pay Range:	B3
Responsible to:	Inclusion Manager



Role:

Supporting student behaviour and welfare in order to provide effective and appropriate support and challenge for students, raise expectations, help track performance and identify support in and outside the school.

Liaising with parents/carers regarding behaviour and welfare; monitoring and tracking student behaviour and engagement; recognising and rewarding student success; supporting teachers and learning; supporting Year Managers; helping to improve attendance, reduce exclusion and raising standards and expectations.

- To help raise standards of student attainment and achievement.
- To contribute to the monitoring and support for student welfare, supporting student development and academic outcomes.
- To help improve student behaviour support restoratively in school and its impact on learning. To follow the school's agreed rewards and sanction procedures to support effective learning.
- To support and uphold the school ethos.
- To support and arrange the liaison with parents/carers on matters related to behaviour and welfare.
- To liaise with other colleagues in ensuring good student attendance and punctuality.
- To work closely and collaboratively with other colleagues, outside agencies, partner schools and the Local Authority, to improve the behaviour and welfare of students in the school.
- To support with the organisation of assemblies, parents/carers evenings and targeting days etc. supporting the raising attainment agenda for parents and student.
- To fulfil day-to-day duties ensuring the well-being and behaviour of students throughout the day including, before and after school, break and lunch times and lesson change over times.

Main Duties:

- To work with colleagues to formulate an action plan which has coherence with the School Improvement Plan and the key objectives.
- To support the monitoring and tracking of student behaviour and welfare using the school procedures and data.
- To help identify and target prevention strategies for students at risk of poor behaviour, attendance and underachievement.
- To support and resource strategies to improve behaviour for individual and / or small groups of students.
- To work with other colleagues in supporting the year group on a day-to-day basis.
- To help develop staff in good practice and professional development, promoting CPD, developing and sharing good practice and expectations etc.
- To support year managers with the tracking of students throughout the year, informing students of their progress through parents/carers evenings, reports, targeting days and parental meetings/interviews etc.
- To liaise with other colleagues in order to support students' behaviour choices and delivery of key sessions in PSHCE and assemblies.
- To help provide analysis of student progress using data and tracking information, keeping students, parents/carers and colleagues informed.
- To build and maintain good working relationships with students and staff.
- Conduct home visits for student welfare check and/or attendance concerns (where appropriate).

Quality Assurance:

- To ensure the effective use of self-evaluation operational procedures within the work of the Inclusion Team.
- To follow a rigorous programme of self-evaluation including:
 - Review progress against targets - termly
 - Observations – weekly
 - Parental questionnaires / feedback
 - Scrutiny of students' behaviour records and PSPs– ½ termly
- To lead the effective use of tracking data, especially the use of the behaviour database, PSPs, student synopsis with other colleagues.
- To produce annual action plans with targets (success criteria), due dates and evaluation procedures.
- To produce a behaviour and inclusion report each autumn term analysing performance against year group and individual student targets.
- To work with SLT link to set targets annually and review progress termly

Personnel:

- To support with work with outside agencies (behaviour support etc), to help induct them to the school procedures and systems.
- To assist in meetings and foster a sense of shared direction and expectation.

General Duties:

- To actively promote and foster links with parents/carers and to encourage parents/carers to take an active responsibility for their child's learning.
- To support effective links with partner institutions including partner Primary Schools, FE providers and the wider community.
- To develop and implement inclusion strategies across the wider school, including CA areas and other colleagues.
- To actively promote the development of effective individual student links with external agencies and with other schools.
- To actively participate in celebrating successes in of individual students both internally, within the school and in to the wider community.
- To act as a personal mentor for specified students and to fully undertake the role of Coach within the school.
- To continue personal development
- To photocopy documentation as required, maintaining confidentiality at all times.
- To adhere to school policies and procedures.
- To fulfil the role of a coach to a small group of students and participate fully in training as required.
- To support and participate in the duty rota as required.
- To support school events and attend as required.
- To provide cover as necessary for absent colleagues
- Display commitment to the protection and safeguarding of children and young people.
- Participate in Flexible learning activities

Given the nature of the role, it must be accepted that, as the school's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time, commensurate with the grading level of the post.

Any Special Conditions of Service:

- There is a requirement to submit to an Enhanced Disclosure and Barring background check.
- There may be a need to occasionally work outside of school hours and off school premises by the
- school.
- No smoking policy.

Wetherby High School is committed to safeguarding and promoting the wellbeing of children and young people and expects all staff and volunteers to share this commitment. All staff will be subject to an Enhanced Disclosure and Barring check and satisfactory references.

Person Specification

SKILLS	Ess	Des
Able to communicate effectively with students, colleagues, parents and stakeholders including sensitive and complex information	*	
Efficient and well organised. Able to organise others and operate high reliability procedures	*	
Excellent interpersonal skills with a robust sense of humour, able to reflect on performance and find solutions	*	
Ability to work under pressure and to deadlines, with students, colleagues, parents and stakeholders	*	
Can do attitude, ability to complete the task and to discuss alternative solutions	*	
Able to produce and present reports and data	*	
Able to establish and maintain accurate records using both manual and electronic systems	*	
Able to accurately enter/retrieve data information from information systems	*	
Able to contribute to the improvement of the service including processes and procedures	*	
Able to prioritise own and team's work to meet conflicting deadlines	*	
KNOWLEDGE/QUALIFICATIONS	Ess	Des
Knowledge of general office procedures and practice		*
English and Mathematics GCSEs at Grade C/5 or above	*	
EXPERIENCE	Ess	Des
Experience of dealing with more complex queries from a wide range of people		*
Experience of working restoratively in a High School		*
Specialist training in behaviour management and counselling / background of training in support services for young people		*
Lead assemblies, chair meetings and run staff training		*
Experience of working in partnership with others to deliver work to set deadlines	*	
Experience of providing customer focussed services	*	
Experience of supervising and developing staff		*
Experience of participating in teams and working on own initiative	*	
Experience in the use of the Microsoft package	*	
Experience of extracting and analysing data from information databases		*
BEHAVIOURAL AND OTHER RELATED CHARACTERISTICS	Ess	Des
Willing to abide by the Council's Equal Opportunities Policy in the duties of the post, and as an employee of the Council	*	
Willing to carry out all duties having regard to an employee's responsibility under the Council's Health and Safety Policies	*	
To display a responsible and co-operative attitude to working towards the achievement of the service area aims and objectives	*	

An ability to respect sensitive and confidential work	*	
Commitment to own personal development and learning	*	

Staff Benefits



Wellbeing and Fitness

Bodyline Fitness Membership

Flexible membership with a 30 day cancellation notice period at the same rate as annual membership.

Discounted Hairdressing and Beauty Service

Leeds City College – the Salon Leeds
0113 245344
Discounts on all services (some via appointment only)
Book via www.thesalonleeds.co.uk

Simplyhealth (Leeds Hospital Fund)

Access to discounted health benefits

APL Smart Clinic

Access expert support and advice for life's ups and downs 24/7, 365 days a year.
Access support when you need it, including counselling, physiotherapy and stress management

Leisure and Shopping

Vivup Employee Benefits

www.vivup.co.uk/users/sign_up
Under organisation choose: Leeds City Council – VA Schools

Discounts for Teachers

(available to all school staff)
www.discountsforteachers.co.uk

Teacher Perks

(available to all school staff)
www.teacherperks.co.uk

Services

Commuter Travel Club

Discounts on bus tickets
www.firstbus.co.uk/buy-tickets/corporate-travel/commuter-travel-club-employee-information

O2 offer

Up to 25% off your Airtime Plan when you buy a new phone or tablet on O2 Refresh.
With the employee discount programme, O2 Open using code LCC17.
www.o2.co.uk/open

Employment Benefits

Access to a good pension scheme
Through either the **Teachers Pension Scheme** or **West Yorkshire Pension Scheme**

National College Membership
www.nationalcollege.com

Wetherby High School CPD

Access to a wider range of personalised, bespoke CPD

Generous holiday allowance

Generous Maternity, Paternity and Adoption policies

Guidance for Applicants

Application Form

Please complete the Application Form provided with full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment please state the reasons why (e.g. gap year, career break, unemployed, etc). We require details of two referees, one of which must be your current or most recent employer. CVs are not accepted as part of the application process.

The supporting information section of the form is very important. It gives you an opportunity to explain why you are applying and why you are the best person for this job. Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. If you do not have enough space, please attach a separate sheet.

Please remember to sign the declaration on the final page of the application form, if you send us this electronically we will ask you to sign this at the interview and assessment stage.

Interview and Selection Process

Applicants who best meet all the requirements for the post will be short listed and details of the interview programme will be confirmed in writing.

As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children.

Under the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify on the application form. Please contact the School if you need to discuss this in any detail. We will consider any reasonable adjustments under the terms of the Equality Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Pre-employment checks:

References

If you are short listed we will normally take up references before the interview date. One of your referees must be your current or most recent employer. Two satisfactory references must be received before we confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. Copies of references or references that are addressed "to whom it may concern" will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process. Sickness absence record information will only be requested for the preferred candidate following the interview and assessment process. Consideration of the sickness absence information will comply with our responsibilities under the Equality Act.

Online Checks

Online Checks will be completed before interview for shortlisted candidates. The purpose of completing an online check for shortlisted candidates is to check if there is any information in the public domain that may impact on their suitability to work in a professional role with children. The online check will be conducted for shortlisted candidates before interview, where possible, so that any issues or concerns can be explored further with the candidate at interview. The online check

will only consider material that is relevant to their role working with children, their professional reputation or the reputation of the school.

Disclosure and Barring Check.

Under the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013 and 2020), all posts at this School are classed as regulated activity and therefore an Enhanced DBS check will be undertaken. Checks will also be made against the Barred List. Applicants who are shortlisted will be sent a self-disclosure form to complete and return prior to interview/assessment.

All such checks must be satisfactory before we confirm any offer of an appointment

As an employer we are only entitled to request information about convictions, cautions, reprimands and final warnings that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013 and 2020). Convictions that are not 'protected' will appear on an Enhanced Disclosure, even though they are 'spent'.

For information regarding what criminal records history will appear and should be disclosed on application, please see the relevant flow charts on our website. Alternatively, guidance can be found on the DBS website. Please be aware spent and/or unspent convictions may not necessarily make you unsuitable for appointment. For further information about our use of Criminal Records information please see our Statement on the recruitment of ex-offenders below.

Medical Assessment

A satisfactory medical declaration must be made before we confirm any offer of an appointment.

Prohibition Checks

In accordance with our statutory responsibilities under the Education Act and outlined in Keeping Children Safe in Education 2023 we will carry out a check on any member of staff carrying out 'teaching work' to ensure they are not prohibited from teaching work.

Each of the following activities is teaching work:

- Planning and preparing lessons and courses for students
- Delivering* lessons to students;
- Assessing the development, progress and attainment of students; and
- Reporting on the development, progress and attainment of students.

* "delivering" includes delivering lessons through distance learning or computer aided techniques. The activities specified above are not teaching work for the purposes of the Regulations if the person carrying out the activity does so (other than for the purposes of induction) subject to the direction and supervision of a qualified teacher or other person nominated by the Headteacher to provide such direction and supervision.

Overseas Checks

Where candidates have lived or worked abroad in the past 5 years for a period of 3 months or more we will carry out appropriate overseas checks. This will include including references from any overseas education employer where candidates have worked in an education setting overseas.

Validation of Qualifications

All short-listed candidates will be asked to bring original certificates of relevant qualifications to interview. These will be photocopied and kept on file and may be confirmed as genuine with the relevant awarding bodies. This will include checks to ensure that candidates appointed as qualified teachers have QTS status and where appropriate have successfully completed their statutory induction.

Right to Work in the United Kingdom

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants will be asked to provide proof of this at interview stage by producing some original documentation such as your passport or birth certificate to confirm your eligibility to work within the UK. Photographic proof of identity will also be required.

Equal Opportunities

We are committed to promoting best practice in our efforts to eliminate discrimination and to create a working and learning environment where everyone is treated fairly and with respect. We take action to ensure that nobody is treated less favourably than anyone else because of their colour, race, ethnic or national origin, religion, gender, sexual orientation, disability or age

Statement on recruitment policies, including the recruitment of ex-offenders

Further information about our recruitment policies and procedures, including our policy statement regarding the recruitment of ex-offenders is available on the recruitment pages of our school website. As an organisation which is exempt from the Rehabilitation of Offenders Act and using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, we comply fully with the DBS Code of Practice and undertake to treat all applicants for positions fairly. We do not discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

We are committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills, and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications, and experience.

We will send shortlisted candidates a disclosure form to complete prior to interview. We can only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Applicants should therefore disclose all spent and unspent convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013 and 2020).

Please refer to the flow charts on our website to determine convictions and cautions that should be disclosed. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences



Privacy Notice for Applicants

Data Protection Legislation

In accordance with UK data protection law individuals have the right to know what personal data we hold about them, and for what purpose.

The school is registered with the information Commissioners Office (ICO) under the provisions of the UK GDPR and Data Protection Act 2018. We take our responsibilities under data protection law very seriously.

This Privacy Notice explains how we collect, use, store and share personal data about job applicants. In data protection law, these activities are called data processing.

What is this information?

We may collect some or all of the following information about you as part of our recruitment process:

- Name, address and contact details
- Application data and application history
- Education and employment details
- Gender, ethnicity, disability, sexual orientation and religion/belief
- Date of birth and national insurance number, Identification, Immigration and Asylum details, i.e. right to work in the UK
- References if you are invited to interview
- Right to work in the UK and supporting documentation if you are invited to interview
- Copies of qualifications if you are invited to interview
- Your online activity (social media sites such as Facebook and Twitter)

Who uses this information?

People involved in the recruitment process for example, School Business Manager, Headteacher and Governors.

What authority do we have to collect and use this information?

Under the GDPR we collect and use this information under powers given to schools for the legitimate interests of the controller or third party, where applicable in accordance with the statutory framework for safeguarding children and safer recruitment in education.

The following categories of lawfulness apply:

- Processing is necessary for the performance of a contract with the data subject or to take steps to enter into a contract
- Processing is necessary for compliance with a legal obligation
- Processing is necessary for carrying out obligations under employment, social security or social protection law, or a collective agreement
- Processing is necessary for the establishment, exercise or defence of legal claims or where courts are acting in their judicial capacity

In rare circumstances where no legal authority exists to use your information, we will obtain your express consent first.

What is 'personally identifiable data' (PII)?

The term PII relates to any data that could potentially identify a living person. The following fields in Human Resources are classified as PII: name, age, address, place of birth, date of birth, gender, national insurance number, any application data and any information about an individual that can be used directly, or in connection with other data, to identify, contact or locate that person.

Why do we use this information?

We use this information in the course of recruiting members of staff.

Who are we likely to share this information with?

We may sometimes share the information we have collected about you where it is necessary, lawful and fair to do so. In each case we will only share the minimum amount of information, for the following reasons:

With the local authority and our HR services provider to allow managers to manage recruitment processes.

How do we keep this information secure?

Your information may be stored securely in electronic and paper document management systems with stringent limited access. All access to documents is limited to only those staff involved within the recruitment process.

How long do we keep this information?

Documents are kept for a period of 6 months following the end of the recruitment process. If you are successfully appointed into a post, your data will be held in line with school policies. A copy of the staff privacy notice will be provided to you upon appointment with full details.

What are your rights?

You have the right to request that we stop processing your personal data. Wherever possible, we will seek to comply with your request but we may need to hold or process information in connection with one or more of the school's legal functions.

If you have any questions about our use of this data, or you wish to request a copy of the information we hold about you, or you wish to discuss your rights in relation to opting out from these processes, please contact our **Data Protection Officer, Richard Lewis-Ogden** who can be contacted by email at DPO@bywaterkent.co.uk