Walkwood

Church of England Middle School







Recruitment information:

Teaching Assistant













"Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labour is not in vain."

2 Corinthians 15: 58

"The vision, in line with the Church of England's role as the established Church, is for the common good of the whole human community and its environment, whether national, regional or local. It is hospitable to diversity, respects freedom of religion and belief, and encourages others to contribute from the depths of their own traditions and understandings."

Deeply Christian, Serving the Common Good, 2016

"The core purpose of any Church school is to maximise the learning potential of every pupil within the love of God." *SIAMS (Statutory Inspection of Anglican and Methodist Schools) 2012*

Teaching Assistant

7 hours per day, 5 days a week, 35 hours per week, Term time only plus the 5 Inset days
Also, we would welcome applications from individuals looking to explore flexible working hours.

Grade: TA1
Salary: £ 18,333 - £ 19,264 pro rata
Grade: TA2
Salary: £ 19,650 - £ 20,444 pro rata

Dear Candidate,

Thank you for taking time to consider applying for the post of Teaching Assistant at Walkwood Church of England Middle School.

Walkwood is a school that has clear values that are taught within all lessons alongside the subject knowledge and associated skills. Therefore, we are seeking a colleague who will uphold our school values (the Fruits of Faith – see below), and who also believes that each individual pupil deserves high-level pastoral care.

> The inclusive vision of the school ensures that all children are supported in their personal well-being and academic achievement. *SIAMS, 2017*
> The school has an impressive climate for learning. Pupils' contributions in lessons are often thoughtful, sensitive and articulate. *Ofsted 2018*

Our school is "middle deemed secondary", and the timetable is run as for a secondary school, with great emphasis placed on subject specialisms. We are a school that cares for its children and staff, and are seeking an appointment for someone who will help sustain this approach.

We are looking for patient and caring teaching assistants with an understanding of the best way to support pupils in the classroom. They will enjoy working in a team environment and demonstrate the ability to establish good working relationships with pupils acting as a role model. Previous experience is desirable for this role although not essential, together with GCSE passes in Maths and English (4+) or equivalent.

Walkwood Church of England Middle School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced DBS check.

Should you read the information and consider that you match our criteria, do progress to making an application. A standard application form must be completed, and this is downloadable from the school website. Please send your document to recruitment@walkwoodms.worcs.sch.uk by **9.00am** on **8th September 2022**. Short-listed candidates will be contacted soon after this date. I regret that feedback to unsuccessful applicants will be limited to those who are called for interview.

Yours sincerely,
Rev. Clive Leach
Principal

School Context

"I appointed you to go and bear fruit, fruit that will last, so that the Father will give you whatever you ask him in my name."
John 15: 16

"God blesses those people who are like trees growing beside a stream, trees that produce fruit in season and always have leaves."
Psalm 1: 3

Principles and purpose

At Walkwood Church of England Middle School we:

- Hold each child as precious
- Support the development of good character
- Seek for the best rates of academic progress
- Engender care, happiness & love

At Walkwood Church of England Middle School our purpose continues to be for pupils to:

- develop a deep desire to learn, engaging with the roots of the learning process;
- cultivate values that will shape their living both within and without the school;
- experience awe and wonder, and consider both spiritual and human dimensions.

Borrowing an adage from St. Irenaeus: "The glory of God is a human being fully alive!"

Vision and Values

The school has been an established Christian community for an extended period, being welcoming and friendly, with pupils who are expected to behave and be eager to learn. Those pupils who find this a challenge are fully supported through highly functioning classroom practitioners and well-developed pastoral support.

Walkwood Way

'Love to Learn; Learn to Live; Live to Love'

Our aim is that all children attending the school will become life-long learners who are curious about the world around them and are creative in their exploits while caring for others and themselves. We seek to enable our pupils to make informed choices, becoming increasingly independent and playing their part in the community. We offer pupils a spiritual dimension that is distinctively Christian, and honours other faiths and those people who profess no faith.

We aim to inspire every child – whatever their abilities – to achieve their very best, and make a valuable contribution to the Walkwood community. We want our pupils to love to learn.

Our school is not just about knowledge, it is also about skills. It's about inspiring children to look at the world differently, and about challenging them to be fascinated by lessons and subjects. In this way, we encourage our pupils to learn to live, preparing them for an adult life in a changing world, and as such we seek to equip our children for the future. Our 'Learning Superheroes' allow teachers to hone pupils' learning skills. We want pupils to excel in school… and in later life.

As a Church of England school, we are fully inclusive of all faiths and beliefs. While Christian principles underpin all of the school's values, we know that these morals are shared by many faiths. We look for our pupils to take into their lives beyond our school an outlook that allows then to live to love the experiences, people and spirituality that they encounter.

Walkwood values

Our core values are expressed in the Fruits of Faith, which are ten values that have their roots in Christian tradition. However, we believe that devotees of other faiths, or those who express no faith commitment, are able to agree upon the definitions and implementation of these values within a shared community. These fruits are used as part of worship, and are also within lessons.



Walkwood pupils

Our Christian ethos, embedded in all aspects of school life, ensures that every child will know what it is to be cared for and valued. All pupils receive the very best education and an equal opportunity to learn and achieve academically, socially and spiritually. We know that enthusiastic, happy, confident children are most likely to persevere and work to the best of their ability. We aim to build upon this and foster a love of learning in all children. Our Fruits of Faith and Superhero Thinking Skills form a firm foundation to school life where children are encouraged to develop independent learning skills, be thoughtful and take responsibility for their actions.

Walkwood staff

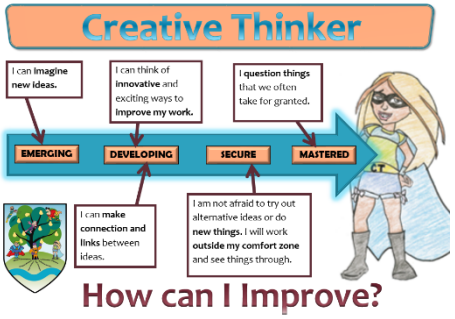
We set high aspirations for all our pupils, both academically and socially, as well as allowing pupils to consider the spiritual dimension. Therefore, we have high expectations. Christian values lie at the heart of our work and we aim to provide a broad, rich, stimulating education to develop a thirst for learning in all children. We aim to challenge all our children to raise their standards and support them in that challenge, encouraging them to become reflective, resilient learners. Firm and fair discipline, based upon Christian values, is vital in creating an environment in which all children can flourish. We aim to make every child feel positive about their learning and achievements and our role as staff in school is to care, encourage and listen as well as to teach.

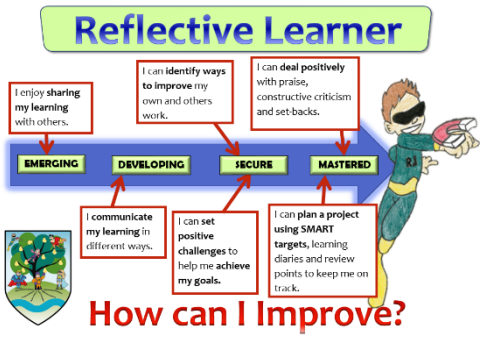
Walkwood community

Our Fruits of Faith were developed as a Christian expression of the nature of the school, but also to define the characteristics of an interconnected community. These values are part of teachers' planning, as well as part of decision making by the Senior Leadership Team and Governors. We wish for our pupils to be aware of their role in the wider world, open their eyes to the diversity within it, celebrating the richness of human experience and the potential of divine expression.

Superhero skills

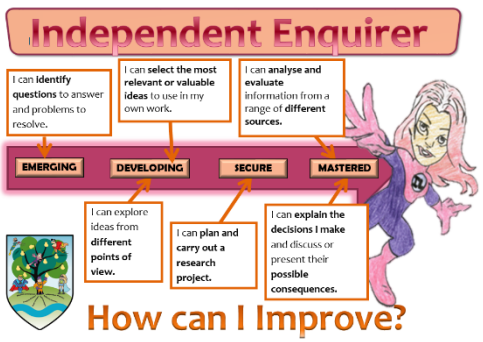












Job description

Purpose: To work collaboratively with the classroom teacher with their responsibility for the development and education of children, including those with special physical, emotional and educational needs, by utilising detailed knowledge and specialist skills.

Reporting to: Special Educational Needs and Disabilities Co-ordinator

Hours of work: 35 hours per week Term time only plus 5 Inset days

Remuneration: From £18,333 per annum pro rata

Responsibilities and Tasks:

Under the educational plan agreed with the teacher or designated supervisor:

- Support the activities of individuals or groups of children to ensure their safety and facilitate their physical and emotional development.
- Use specialist skills to undertake those activities necessary to meet the physical and emotional needs of pupils.
- Use skills to foster the intellectual and social development of children. Undertake those activities necessary to meet the physical and emotional needs of individuals and groups of children, including pupils with educational, physical or emotional special needs.
- Undertake those activities necessary to foster the intellectual and social development of children.
- To feedback to class teachers, achievements, problems, and concerns to designated supervisor.
- Actively engage in the delivery of the educational work programme and activities developed by the classroom teacher.
- To present a good image and carry out duties in a way which promotes the School's Aims and Values.
- To comply with the requirements of the Health and Safety at Work Regulations. To take reasonable care for the Health and Safety of him/herself and others affected by his/her work and to co-operate with employers in ensuring the Health and Safety responsibilities are carried out.
- All staff within the school are expected to demonstrate a commitment to safeguarding children.
- Undertake such duties and work hours as agreed with the Line Manager and carry out duties as may be required from time to time as detailed by the Line Manager.

All staff within the school are expected to demonstrate a commitment to safeguarding children.

The job holder will comply with any reasonable request from their line manager to undertake work of a similar level that is not specified in this job description. The post holder may be required to undertake other duties elsewhere in the school that are commensurate to the post holder's abilities, position & grade. The Principal reserves the right to alter the content of this job

description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility. Reasonable adjustments will be considered as required by the Equalities Act.

All staff within the school are expected to demonstrate a commitment to safeguarding and promoting the welfare of children and young people; this post is subject to a criminal record check.

Two satisfactory references will also be required.

Code of Conduct

The School expects all staff to ensure that their standards of conduct are, at all times, compliant with the Walkwood Church of England Middle School Code of Conduct for Employees.

Person Specification

Area of focus	Essential	Desirable
Education and training *(academic and vocational)*	• GCSE passes in Maths and English (4) or equivalent.	• Knowledge of SEN Code of Practice
Experience and achievements *(paid/unpaid)*		• Experience of working as a Teaching Assistant supporting pupils in a classroom environment, including those with special needs.
Skills, abilities and personal qualities	• Ability to establish good working relationships with pupils acting as a role model. • Excellent communication skills and the ability to assist members of the public with queries and complaints. • Ability to work as part of a team. • Must have a commitment to safeguarding children.	
Other relevant factors	• Good working knowledge of, and be able to follow, relevant school policies • Approachable attitude when dealing with pupils, parents or other visitors.	Ability to be flexible when *it's one of those days*!

Note: The Academy is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Appointments to this post will be subject to receipt of satisfactory Enhanced Disclosure and Barring Service (DBS) check.

Inspection highlights

Pupils make good progress during their time at school. A well-taught and broad curriculum ensures that most pupils work at or above age-related expectations.

The school has an impressive climate for learning. Pupils' contributions in lessons are often thoughtful, sensitive and articulate.

Ofsted Good Provider

Staff, parents and pupils speak warmly about the changes made to the school. Most staff are infected with the same desire to do their best for all pupils. They work very hard to achieve this.

The governing body has an estimable set of skills and brings a sharp perspective to the work of the school. It is aware of its responsibilities and is determined to improve the school further.

A varied and interesting curriculum gives pupils ample opportunities to study a broad range of subjects. Pupils enjoy a rich diet of activities outside of lessons…

Pupils in the school feel safe. They know whom to turn to if they encounter any difficulty. They are confident about raising any issues they have. Bullying is rare. It is taken seriously and dealt with firmly if it does occur.

Many teachers balance the development of pupils' subject knowledge, skills for learning and positive attitudes very skilfully. They blend the lesson objectives with the development of 'superhero learning traits' and promote pupils' understanding of the 'fruits of faith'.

Pupils are supported carefully when they arrive at the school. Effective liaison between most local schools helps to ensure that pupils settle into school well.

During their time at school, pupils develop into confident, hardworking and articulate pupils. They acquire good social skills, develop tolerance of others and are resilient.

Key to the school's vision is that every individual is created in the image of God, and from this belief springs the school's outstanding attention to individual needs, both academic and pastoral.

The inclusive vision of the school ensures that all children are supported in their personal well-being and academic achievement.

Children are inspired by collective worship, with the result that messages from worship cause them to reflect on their lives and take action in support of those in need.

THE CHURCH OF ENGLAND EDUCATION OFFICE

The school's inclusive Christian ethos ensures that children have an outstanding understanding of and respect for difference and diversity.

The result of the outstanding leadership at Walkwood is that, in line with the school's motto, each member of the school community is challenged, encouraged and nurtured to "love to learn, learn to live and live to love".



"Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labour is not in vain."

2 Corinthians 15: 58



I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.'

Ephesians 3:18-19

