



The Royal School
Wolverhampton



Candidate information pack



Primary Teaching Assistant



Vision and Mission

“The Royal School Wolverhampton” will present a unique offer for the local and the surrounding areas:

“An all- through, 4-19, co-educational, non-denominational day and boarding school, providing outstanding non-selective education for all its pupils, within a strong and supportive community ethos.”

This will build upon The Royal's distinctive heritage over the last 160 years, its record of academic excellence, its commitment to educating the whole person, and has the full support of our Patron, the Earl of Wessex. At the heart of our vision is our belief and track record of success in developing the whole person (emotionally, intellectually, socially, physically, creatively and spiritually, through a belief system, which is broadly Christian in its values, but welcoming pupils with other and no faith); alongside our commitment to

ensuring **all** pupils are able to access those academic disciplines and subjects which are the passport to success at university and for future careers.

Through this holistic approach, we will develop the potential of every child, encourage leadership, resilience, responsibility and character, and achieve our high academic aspirations for all, enabling them to lead independent, purposeful and fulfilled adult lives in a rapidly changing, multilingual world.



Mr Mark Heywood
Principal

Dear Candidate,

Thank you for your interest in the post here at The Royal School, Wolverhampton (RSW). To help you decide on whether this is the school for you it is important for you to understand where we have come from and where we are going to. Building on its unique heritage, record of academic excellence, outstanding educational environment, and with the full support and endorsement of our Patron, the Earl of Wessex, the Governors are committed to supporting wider access for pupils of all abilities and backgrounds to The Royal's rich and diverse educational offer. The Royal School, Wolverhampton offers a unique proposition to families in Wolverhampton and its surrounding area of an 'all-through', 4-19, co-educational, non-denominational day and boarding school, with the capacity over time to provide for 1454 pupils, through a carefully managed programme of growth.

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Established originally as an orphanage in the 1850s which attracted the patronage of Queen Victoria within a few years of its existence, RSW has a long tradition of promoting opportunity and social mobility within its local and wider boarding based community, and a commitment to the critical role of education in transforming aspirations and outcomes for its young people as well as its wider social role in local regeneration and cohesion. Formally designated as a school by George VIth in 1944, it continued to support pupils of greatest need and only amended its constitution in 1964 to incorporate fee - paying pupils (alongside an on-going and substantial means tested bursary and foundation programme), in response to the changing economic climate and local demographics. Whilst remaining fully non-selective and dedicated to supporting pupils in need, this change process has enabled RSW to combine its traditional values and academic offer with a global perspective, to the benefit of pupils, and to create a dynamic outward looking, culturally diverse, yet inclusive school community, within which pupils acquire the rich subject knowledge, life skills, understanding and aspiration to succeed locally, nationally and internationally.

At the heart of our vision for the future of "The Royal School, Wolverhampton" (RSW) is our belief and track record of success in educating the 'whole person' alongside our commitment to ensuring that all pupils are able to access the range of academic disciplines and facilitating subjects (with a particular emphasis on STEM), which are critical to keeping access open to Russell group universities. They will also acquire high level literacy, numeracy and oracy skills, with the longer term intention that higher level maths' qualifications across the range of disciplines Post 16, will become regarded as a 'life skill', applicable to all.



Excellence for all: inspiring individuals to achieve their personal best and to compete and contribute as local and global citizens.

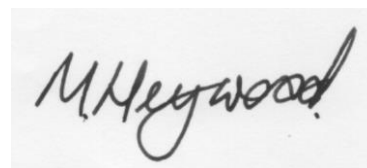
Whether pupils join RSW at Reception, Y7, Y9, the Sixth Form or at any other point of entry, they will achieve success through the ethos and opportunities provided by an 'all-through' approach, by our vertical House system (whereby older pupils act as mentors and model success) - aligned with exceptional age-related pastoral care; through the opportunities afforded by our mandatory extended day and Enrichment Programme which lasts until 5.00pm Monday to Thursday; all of which strategies have been evidenced through a range of recent national studies as having maximum impact on the motivation, self-esteem and attainment of those pupils at greatest disadvantage. Our mandatory and balanced co-curricular programme, which includes CCF for all, access to excellence through the Elite Swimming Academy (which also supports the largest UK, community based Learn to Swim programme with over a thousand pupils from the surrounding area enrolled on a weekly basis) sport, performing arts, cultural, aesthetic and intellectual development, will enable all pupils to engage with an aspirational culture, to become confident, resilient, caring and enterprising, and to operate as leaders, mentors and members of a team in its widest sense. The Boarding dimension and opportunities this affords to enrich the community will also support our fundamental ethos of 'wrap around care' through an approach to 'day boarding' which builds on the extended day, offering additional enrichment, including targeted support and intervention and supervised study sessions, as well as opportunities to socially interact with other boarding pupils and to take part in a boarding community evening meal. For those children who attract the Pupil Premium, Children who are looked after (CLA), and any child experiencing a temporary difficulty in home circumstances, this will be a key characteristic of RSW's on-going flexibility, and has been recognised nationally-as a significant factor in supporting those at most disadvantage to succeed.

RSW will build on its predecessor's long history of working constructively with the Local Authority in Wolverhampton, and more widely with Sandwell and Dudley, particularly in supporting CLA through its Boarding provision, and pupils with a Statement of Need/ SEND. RSW will continue to develop its role in broadening local choice and diversity, raising aspirations and outcomes (including stimulating greater access to Russell Group higher education), and addressing the urgent demand for more local pupil places, both at primary and secondary, as well as providing a supportive community for vulnerable pupils, as above, including as recently requested, unaccompanied refugee children who would benefit from the boarding environment.

RSW has a long tradition of fostering outstanding individuals by empowering them to grow, successfully challenge stereotypical assumptions (as evidenced over time in the high levels of attainment of girls in maths and science Post 16) and exceed their expectations within a nurturing and inclusive, culturally diverse community. RSW will build on these values and this success in developing the potential of pupils from all abilities and backgrounds through a holistic programme of academic challenge, personal and leadership development and wider curricular and 'boarding community' life, within a culture of mutual respect and consistently outstanding expectations of attendance and behaviour.

We welcome your application to be part of our community and would love you to visit and see the school in action or call us to talk things through.

Warm regards,



Mark Heywood
Principal



Mr Mark Mitchell
Head of Primary

Dear Candidate,

Welcome to the Royal Primary School Wolverhampton. At the primary school we aspire to equip our children to have the foundations for success throughout their lives. Through all that we deliver, both as part of the curriculum and through the vast array of extra-curricular activities, we want them to learn to love learning. We believe that, in engaging with them as individuals and providing them with fabulous educational experiences, we can foster young people who will be ready to contribute to and shape the world that they are growing up into.

Our ambition for the children is matched by our commitment to staff. We understand that the staff team here make the difference to children's lives. Our CPD program is designed to meet the needs of the staff in a changing educational landscape. We are a school that learns together and proactively supports one another towards success.

We represent a unique opportunity to deliver outstanding outcomes for children, building right through their educational journey as they stay with us to their secondary education.

But don't just take my word for it. Our recent school inspection report says "The quality of teaching is excellent. Teaching assistants provide excellent support during lessons. The curriculum is effective in enabling the school to fulfil its aim to develop the potential of every pupil. Politeness and good behaviour are exemplary in and around the school."

Much has gone into making the school the success that it already is. If you want to be part of shaping the future success then I invite you to apply for one of the posts we are advertising.

Kind Regards,

Mark Mitchell
Head of Primary



The Royal School ethos

***“Intelligence
plus
character-
that is the
goal of true
education”***

- Martin
Luther King

- Traditional values and behaviour, married with a forward looking, dynamic and global outlook
- Excellence in the arts, on the sporting field, in STEM and across academic breadth
- An outstanding co- curriculum and enrichment programme, provided through our extended day, which nurtures and develops young people across a range of talents, promotes skills for life and underpins academic success
- An inclusive approach to building pupil motivation, aspiration and self-esteem, through our “all-age structure”, vertical House families, and outstanding pastoral and wrap around care, which means that pupils entering RSW at whatever age and stage can be well supported in their learning, and achieve challenging individual targets
- The development of self, personal responsibility and accountability within a vibrant and supportive extended community through our weekly and term time boarding houses, our links with The Royal’s existing alumni and our outstanding programme of engagement with the wider local community
- Staff, children and parents who are committed to learning as the passport to success
- A unique physical location and setting in which to grow and develop, established within the heart of the city

Job Information

Title: Primary Teaching Assistant

Salary: Based on experience and skills

Start date: immediate or a.s.a.p.

Contract type: Full time

The Royal School are seeking an enthusiastic and innovative teaching assistant to join their learning support department. The ability to work with pupils across English and maths up to GCSE is essential. We would welcome applications from both experienced TA's and those new to the profession.

The learning support department consists of a SENCO, two HLTA's and a number of teaching assistants. You would be joining an experienced and supportive team. You would be expected to teach small intervention groups and also contribute to the extra-curricular programme by leading lunchtime clubs and activities in the mandatory activity period at the end of the day.

We are at an exciting time of development at The Royal and the school has achieved excellent academic results throughout its history and has an outstanding reputation for nurturing and developing confident, well-disciplined and successful individuals who progress successfully to the next stage of their life and career. We relish this next phase in its existence, which enables us to review and build on our current success in preparing our young people for a rapidly evolving world.

Contribution to the broader curriculum would be an essential part of the role.



Understanding pupils' cultures, interests, needs, and perspectives through an ethos of respect

Salary	Dependent upon experience and qualifications. Term time only plus INSET days.
Purpose	• To provide the highest quality of education, care and preparation for life for all students in the school. • To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example. • To model the school's vision and values through implementation of agreed policy, practices and procedures. • To work closely with teaching staff to promote effective working to improve learning and teaching and raise achievement for all students. • To motivate staff and pupils. • To maintain The Royal School's high academic and wellbeing expectations.
Accountable to	SENCO
Accountable for	Supervision of pupils.
Main core duties:	
Main Responsibilities	• Support children at both ends of the academic spectrum both individually and in micro groups. • Supply classroom support in lessons as required by class teachers. • Liaise with SENCO provide SEN support as required. • Keep and update all records of pupils, including folders of work, lesson records. • Liaise with SENCO, parents and form tutors and attend consultations as required. • Maintain a working knowledge of relevant research and changes in National Curriculum. • Promoting and safeguarding the welfare of children and young people for whom you are responsible and with whom you come into contact in school. • To be a pastoral focus for all children and to develop and run initiatives for pastoral and academic well-being including anti-bullying and good behaviour strategies. • To liaise with outside agencies where necessary, pertaining to the well-being and academic progress of the pupils. • To attend individual and whole school INSET as required. • Undertake such duties as required by the school to maintain the cohesive nature of the institution; including break, lunch and after school duties. • To lead activities and learning opportunities for children receiving before and after school care. • To support the school in all areas, including Prize Days and Open Days, Concerts and School Trips.
General Duties	• To adhere to the policies and procedures of the Royal School. • To share in the corporate responsibility for the development and well-being of all students. • Make a positive contribution to the wider life and ethos of the school;

Job description – Teaching Assistant

	• Demonstrate consistently the positive attitudes, values and behaviour which are expected within the School community based on mutual respect between students and staff • To take a pro-active part in the school's performance management system, with the ultimate aim of improving standards of teaching and learning in the school. • To take reasonable care of one's own health and safety and that of others and inform the Estates Manager of any concerns with regard to health and safety Undertake such duties as may from time to time be reasonably assigned by the Principal.
Ethos	Promoting the ethos of the School, as expressed in the mission and vision statements, is a shared responsibility to which all staff make a significant contribution.

Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Education/ Training	A suitable qualification in child care.	• First aid training • Safeguarding training	Production of the Applicant's certificates
Experience	• Experience with working with EYFS/ KS 1-2 age group • Placement in similar settings. • Experience of children with SEND needs, learning disorders and other challenges to learning.	Experience of working with children from at least two different settings.	Contents of the Application Form Interview Professional references
Knowledge	A detailed knowledge of the EYFS and KS 1-2 curriculum A knowledge and understanding of obstacles to learning and the strategies involved in overcoming these.		Contents of the Application Form Interview Professional references
Skills/ Attributes	• The ability to work with young children • The ability to administer and update pupils' records. • The communication skills needed to work cooperatively with SENCO and Head of Primary School. • Ability to act on initiative to provide Provision map support and targets. • Ability to liaise with and inspire confidence in colleagues and parents.	• Creativity • Enthusiasm • Patience • Commitment • Ambition • Team work	Contents of the Application Form Interview Professional references
Personal 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 • A professional approach to work, working relationships, conduct and dress. • Flexibility, e.g. working across key stages and subject areas	Versatility A warm and kind disposition and the ability to work well with others.	Contents of the Application Form Interview Professional references



The Royal School
Wolverhampton



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www.theroyalschool.co.uk

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

How to apply

Your completed application form should be submitted electronically to: je@theroyal.school or by post. Please ensure the application form is saved to include your name at the beginning of the title. In compliance with Safer Recruitment guidelines, CVs cannot be accepted.

Closing date: **Friday 13th October 2017**