



ROUNDHAY SCHOOL
All-through education from 4 to 18



Job Application Pack

Primary SEND Teaching Assistant

🌐 www.roundhayschool.org.uk

☎ 0113 3931200

✉ info@roundhayschool.com

📍 Gledhow Lane, LS8 1ND



Job Application Pack

For the Position of

PRIMARY SEND TEACHING ASSISTANT (1:1)

SEND Teaching Assistant - Permanent - 32.5hpw - Term time only plus 2 days

Scale: B1.4-6 - Actual salary £15,758 to £16,388

Optional additional role -

Playworker- Permanent - 5hpw - Term time only plus 2 days - Scale: A1 -

Actual salary £2,317pa

Start date: ASAP

Application Deadline: Friday 6th January 2023 at 9am

To apply for this position please go to the following link and complete the online application form in full:

<https://roundhayschool.current-vacancies.com/v?id=ROUNDHAYSC&t=Careers>

Please remember to detail all your experience, the impact your appointment will make in terms of raising standards at Roundhay School and why you are the ideal candidate.

Please note that we are not permitted to accept CVs.

The application deadline for this position is **9.00am, Friday 6 January at 9am**


We encourage early applications and reserve the right to close this vacancy at any time.

For our Ofsted Report:

<https://reports.ofsted.gov.uk/provider/28/108076>

Roundhay School Statutory Information (including our Safeguarding & Child Protection Policy):

<https://www.roundhayschool.org.uk/our-school/statutory-information/>



ROUNDHAY
SCHOOL
PRIMARY CAMPUS

December 2022

Dear Prospective Applicant,

Thank you for expressing an interest in becoming a member of staff at our Primary Campus. This is a fantastic opportunity to join the Primary Team at our highly successful all-through school which achieved 'World-Class' accreditation in January 2020. **We are also incredibly proud to be named as 'Primary School of the Year 2021' by the Pearson National Teaching Awards.**

We are currently looking to recruit a hard-working, dedicated and committed Teaching Assistant to work 5 days per week (32.5 hours) at our fantastic Primary Campus. The working hours have a degree of flexibility around them and, in discussions with the leadership team, can be altered to suit the candidate's personal circumstances (e.g. 8am-3pm/ 8.30am-3.30pm/ 9am-4pm). There is also an option of an additional contract of 5 hours per week to work in our after school provision

The aim of all colleagues at Roundhay School (Primary Campus) is to ensure our children become 'Recognisably Roundhay' and are fit and ready for their future beyond the Primary Campus. We work hard as a team to ensure that all staff and pupils feel happy, valued, and listened to. As a multi-cultural and very diverse school, we welcome applicants from all backgrounds, cultures, faiths and religions. Everyone is welcome here at Roundhay.

The successful candidate will:

- Be hard-working, positive and enthusiastic with a passion for striving for excellence
- Set high expectations which nurture, inspire, motivate and challenge all pupils
- Have positive working relationships with children, staff and parents
- Respect and embrace the diverse intake of children and families that we serve. Living and breathing one of our core values: 'We Celebrate Diversity'.

We look forward to reading applications, meeting candidates and sharing more information about our school. If you would like to visit our school to find out more about the role, please email primary@roundhayschool.com

With warmest regards,

Alastair Field
Head of Primary





ROUNDHAY
SCHOOL
EST. 1903

December 2022

Dear Prospective Applicant

WELCOME

Thank you for expressing an interest in the advertised position at our '**outstanding school**' (Ofsted).

We are looking for an enthusiastic and committed colleague who is willing to do '**whatever it takes**' to ensure that our amazing pupils get the very best school experience. As one of the first all-through schools, educating children from 4 to 18 with an outstanding sixth form of 500+, we are absolutely dedicated to continuing to improve in all areas. Despite our impressive results and history of success, we continue to have unrelenting ambition for the young people we serve and you will not find the slightest hint of complacency.

Our truly comprehensive community reflects the cosmopolitan nature of Leeds, which we see as a real strength of the school. We also pride ourselves on having a strong ethos and our work is centred around our core values of being **Responsible, Resilient and Ready to Learn** and what it means to **be Roundhay**. We place real emphasis on traditional values of being respectful, wearing uniform with pride, having good manners and showing gratitude. As a result of this approach, you will find a school which has the highest standards of behaviour, a calm atmosphere and very positive staff-pupil relationships. We see this as everyone's responsibility and all staff, including those who are not classroom based, help support and uphold these values with our pupils.

Any member of staff joining our school will be offered a very warm welcome and unwavering support in all that you do. We genuinely value our staff and place real emphasis on staff induction, continuing development and wellbeing.

Despite our size, we have an incredibly low staff turnover, which is clear evidence that Roundhay School is a remarkable, infectious place to work and learn; staff morale is incredibly high.

If you share our desire to make a difference to the life chances of our pupils and feel that Roundhay School is the right community for you, we would very much welcome your application!

Yours sincerely



Matthew Partington
Headteacher

HEADTEACHER
Matthew Partington

HEAD OF SECONDARY
Jenny Hogarth

DEPUTY HEADTEACHER
John Mattinson

What is enclosed in this pack?

- How to Apply
- School Overview
- School Policies
- Important Information
- Job Description
- Person Specification
- Department Overview

Please note the Secondary Campus entrance is on Old Park Road and a map is available to download from our website, www.roundhayschool.org.uk. If you use SatNav, please use the post code LS8 1JT.

Our School Magazine, Primary, Secondary and Post-16 Prospectus and Ofsted report are available to download from our website.

How to Apply

Please complete the online application form in full, which can be found on the Vacancies page of our website (www.roundhayschool.org.uk) or by following this link:

<https://roundhayschool.current-vacancies.com/v?id=ROUNDHAYSC&t=Careers>

You will need to provide 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.

We will require details of **two referees**, one of which must be your current or most recent employer. Please provide their names, **email addresses** and daytime contact numbers. (See 'References' on the Important Information page of this Pack)

CVs are not accepted as part of the application process. Please ensure you fully complete the application form. If you have a disability that prevents you from completing the application form, please contact the school to discuss.

When will I hear if I have been shortlisted?

Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted. Details of the interview programme will be confirmed after the closing date.

If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future. **Due to the volume of applicants, we are unable to give feedback to non-shortlisted candidates.**

School Overview

Our Mission Statement

“Courtesy, co-operation and commitment” are key to making the school a happy, safe and caring place of learning, where every child matters. We are dedicated to enabling our pupils to raise their aspirations and achieve their full potential to “be the best they can be”. We aim to help our pupils to take their place in society as healthy, responsible and independent citizens, who have respect for themselves, one another and the wider community.

‘Student and staff relationships are extremely good. Students’ personal development is exceptional and behaviour is exemplary.’ ... ‘The core values of courtesy, cooperation and commitment permeate every aspect of the school.’ Ofsted

Our Pupils

The school population reflects the cosmopolitan nature of modern Leeds. The pupils come from a very wide variety of socio-economic and ethnic backgrounds; more than 27 languages are represented, with around 60% of our pupils drawn from the black and ethnic minorities. This gives the school great strength in its many endeavours and relationships.

‘The atmosphere in lessons is very positive and supportive’ ... ‘Learning moves at a lively pace’. Ofsted

We currently have around 2000 pupils, which will grow to 2500, in this 4-18 co-educational community comprehensive school, making it one of the largest within Leeds. Our specialist Dyslexic Base, catering for 16 pupils, our SEN provision and our 450+ strong and very successful Sixth Form (one of the biggest in the region) are just some of our many strengths.

‘Behaviour in lessons is exemplary’ ... ‘Movement around the school is extremely orderly and students show consideration and respect for each other’. Ofsted

In September 2012 we became one of the first ‘all-through’ schools in the region, growing with a new intake every year. Our first primary cohorts will join up with the secondary aged pupils in 2019. We have a separate £4.8 million purpose built Primary Campus located just a mile away from the Secondary Campus.

We are proud of examination success at all key stages. At A-Level over 30 subjects are taught and with excellent achievement we find that the majority of our students are able to progress to higher education including seven students going to Oxford and Cambridge Universities in 2013 and four in both 2014 and 2015. At KS4 we achieved over 70% five of more A*-C including Maths and English. We have the highest expectations of every pupil and strive to achieve high standards in all that we do, both academically and socially.

‘The atmosphere in lessons is very positive and supportive. As one student said, “It is cool to want to learn at Roundhay”. Students are comfortable admitting that they do not understand a particular point and others often try to help by offering alternative explanations. Students are keen to volunteer ideas and participate.’ Ofsted

‘Students, from a very wide range of backgrounds, work and socialise together extremely well.’ Ofsted

Our Staff

We are fortunate to have highly-committed, professional and friendly staff, who have worked hard and successfully to establish a thriving learning community. Many staff have sent, or currently send, their own children to Roundhay, which is a real vote of confidence.

'Student and staff relationships are extremely good. Students' personal development is exceptional and behaviour is exemplary.' Ofsted

'Teachers have an infectious enthusiasm for their subject which is communicated to the students' ... 'Professional development is a strength of the school' ... 'The quality of teaching is outstanding'. Ofsted

We also have other pupils who come from families with parents professionally involved in education, which helps to keep us on our toes! We take seriously the professional development of all our staff. As a school, we are heavily involved in Initial Teacher Training and are a strategic partner within a Teaching School Alliance (Red Kite) which involves sharing outstanding practice across four local authorities. School improvement and self-review are central to our drive to raise standards. We have around 250 staff, both associate and teaching, who work very hard as a team to ensure they support both the pupils and each other.

Our Area

The school's two campuses are situated in north-east Leeds, adjacent to Roundhay Park, and are surrounded by highly sought-after owner-occupied houses. The settings can only be described as impressive. The school's grounds are magnificent; the campuses cover over 30 acres of parkland combined. We also serve some of the most economically and socially-deprived areas of the city, as well as more favoured wards, giving us the rich mix of pupils that makes us a 'true comprehensive'. Currently, around 25% of our pupils are classified as being Pupil Premium children with 14% currently entitled to free school meals.

'Students who attract Pupil Premium funding are monitored very closely' ... 'making exceptional progress and closing any attainment gap with their peers at a very fast rate'. Ofsted

'Primary provision is outstanding. Pupils make extremely rapid progress, teaching is outstanding, resources are first-rate and leadership is exceptional.' Ofsted

Our Facilities

We have very good facilities, and since our Secondary Campus was rebuilt in 2004 we have invested heavily both in ICT and in improving facilities, such as creating Apple Mac Media rooms, music practise rooms and improved recital areas to enhance the learning and teaching experience of pupils and staff alike. The newly opened primary building, which is located on a separate campus, is truly wonderful and has excellent resources.

We have an £11 million building project underway with an extended dining centre, additional car parking, artificial pitch with floodlights and a new building (one and a half times the size of the current Primary Campus).

Our School Organisation

Our separate Primary Campus introduces two forms each year and when full in 2019 will house 480 children. The Primary school day starts at 8.50am and ends at 3.10pm. In Years 7, 8 and 9, pupils are grouped for registration and for Personal, Social, Health and Citizenship Education (PSHCE), in mixed-ability form groups that remain together until the end of Year 11. For teaching purposes, pupils are placed in a variety of groupings as appropriate, including setting and some mixed-ability grouping. Each lesson at the Secondary Campus is one hour in length, five per day. The secondary school day commences at 8.25am and finishes at 3.00pm, followed by extra-curricular activities.

In Years 10 and 11, currently pupils may choose two options to study, normally alongside the compulsory core subjects of Mathematics, English, Science, Foreign Language, RE, PSHCE and Games/PE, a number of which at GCSE level may be started in Year 9. We are, like most schools, undertaking a curriculum review. In Year 12, students choose an individual programme of study leading to BTEC and/or GCE 'A/S' levels.

Our Pastoral Organisation and Leadership

The Primary Campus is led by the Primary Leader who is a member of the Leadership Group and as the provision grows so will its staffing structure. At the Secondary Campus Years 7, 8, 9, 10 and 11 are led by Progress Leaders, assisted by teams of tutors and overseen by the Deputy Headteacher: Pupils. We have an Assistant Headteacher: KS5 who works with our Head of Post-16 and her team, supported by Academic Mentors. There is a strong tradition of support for both pupils and colleagues. Our learning mentors, behaviour support workers and social inclusion achievement teams have had a powerful effect on the positive implementation of our social inclusion strategies.

'The senior leadership team is very strong and effective'. Ofsted

'The headteacher has the unanimous support of staff in the mission to create an inclusive school where every student is enabled to 'be the best they can be'. He is very accessible to both students and staff.' Ofsted

Our Extra-Curricular Activities

We have a thriving and exceptional programme of music, drama, sports teams, outdoor pursuits, residential, art events, project days and charity events! Everyone contributes, as we feel that it is a vital part of our role in developing the potential of all our pupils and building a cohesive community.

Our Community Links

The school has excellent links with the communities it serves and actively seeks to widen these. We believe that this vital 'citizenship work' demonstrates our ethos as a school, where courtesy, co-operation and commitment are more than just words! We deliver a comprehensive programme of family and community learning as part of our Extended Services commitment.

'High ability students out-perform similar students nationally. Students of all abilities make very good progress in lessons.' Ofsted

School Policies

Child Protection

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We have a designated senior member of the Leadership Team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training in line with our child protection policy.

Whistle Blowing

Our policy is to ensure that all staff are made aware of their duty to raise concerns about any inappropriate attitude or actions of colleagues.

Code of Conduct and Personal Behaviour

The school believes that it is essential for standards of conduct at work to be maintained to ensure delivery of quality services and also to protect the wellbeing of all its employees and pupils.

The Headteacher and Governing Body regard everyone working at our school as a role model to our pupils. As such, employees should conduct themselves with integrity, impartiality and honesty. Furthermore, everyone in the school has an absolute duty to promote and safeguard the welfare of children. Registered teachers are in addition bound by the codes and professional values of the GTCE (General Teaching Council, England), and the school considers the principles to apply to all staff employed at the school.

Equal Opportunities

We are committed to promoting best practice in our efforts to eliminate discrimination and to create a working and learning environment where all are 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.

Smoking Policy

Roundhay School is a no smoking building and site and all staff must adhere to this policy.

ICT Policy (Fair Use Guidance)

We encourage the use of ICT across the curriculum. On appointment, staff agree to abide by the ICT policy.

Full details of all these policies are available from the school upon written request.

Important Information

References

If you are shortlisted, we will 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 can 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.

Selection Process

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. Roundhay is committed to safeguarding and promoting the wellbeing of all children and expects all staff and volunteers to share this commitment. Therefore, interviews will include questions about safeguarding 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 adjustment under the terms of the Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Validation of Qualifications and Identity

All shortlisted candidates will be asked to bring original certificates of relevant qualifications and identity documents to interview. These will be photocopied and kept on file and, if appropriate, may be confirmed as genuine with the relevant awarding bodies. The copies for the successful candidate will be retained on their personnel file. The copies for unsuccessful candidates will be treated as confidential waste and disposed of appropriately.

Right to Work in the UK

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 can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

Disclosure & Barring Service

Employment at this school is subject to an enhanced check with the Disclosure & Barring Service. Checks will also be made against the Independent Safeguarding Authority (ISA) 'Barred' lists (previously DCSF 'List 99' and Protection of Children List (PoCA)). All such checks must be satisfactory before any offer of an appointment can be confirmed and before commencement of work can take place. All supply and/or peripatetic staff will be required to produce their worker's ID and other relevant documents when they arrive at school.

Safeguarding

Roundhay is committed to safeguarding and promoting the welfare of its pupils and expect all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS disclosure (see above).

Medical Assessment

Before taking a teaching appointment, the preferred candidate is required to complete an Occupational Health Medical Questionnaire. This will be sent directly from Leeds City Council Employee Changes with the letter of appointment which states that the appointment is subject to a satisfactory medical assessment.

Induction and Continuous Professional Development

Roundhay is committed to developing and supporting its staff with appropriate training. Staff are inducted into our school community to enable new colleagues to become familiar with the culture of our school and its policies, expectations and procedures.

Dress Code

We expect all staff to dress professionally and appropriately for the roles undertaken at Roundhay School. We pride ourselves on the high standards of dress of both our students and staff; these standards are led by our staff whom we expect to set an example.

Job Description

PRIMARY SEND TEACHING ASSISTANT (1:1) AND PLAY WORKER

SEND Teaching Assistant - Permanent – 32.5hpw – Term time only plus 2 days

Scale: B1.4-6 - Actual salary £15,785 to £16,338 pa

Optional additional role -

Playworker- Permanent – 5hpw - Term time only plus 2 days - Scale: A1 -

Actual salary £2,317pa

Responsible to: Head of Primary and SENCo

Main duties include:

1. To work under the direct instruction of teaching/senior staff, in and out of the classroom to support children with additional needs, often on a 1:1 basis or 1:2 basis
2. To attend to pupils' personal needs, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters
3. To establish good relationships with pupils, acting as a role model and being aware of and responding appropriately to individual needs
4. To promote the inclusion and acceptance of all pupils building on our school ethos and culture
5. To encourage pupils to interact with others, act independently as appropriate, and engage in activities led by the teacher
6. To be aware of pupil problems/progress/achievements and report to the teacher as agreed
7. To undertake pupil record keeping as requested
8. To support in managing pupil behaviour, reporting difficulties as appropriate
9. To undertake intimate care if required, depending on the pupil's needs
10. To provide clerical/administrative support where needed
11. To prepare and maintain equipment/resources as directed by the teacher and assist pupils in their use
12. To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
13. To be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
14. To contribute to the overall ethos/work/aims of the school
15. To participate in meetings, training and other learning activities and performance development as required
16. To undertake supervision of pupils out of lesson times, including before and after school and at lunchtimes
17. To accompany teaching staff and pupils on visits, trips and out of school activities as required
18. To work flexibly and positively across departments and campuses to ensure the very best provision for our students

19. The job description and allocation of particular responsibilities may be amended through appropriate consultation from time to time

Any Special Conditions of Service:

This school is committed to safeguarding and promoting the welfare of its pupils and expect all staff and volunteers to share the commitment. Appointments will be subject to an enhanced DBS disclosure.

Person Specification

SEND TEACHING ASSISTANT

SEND Teaching Assistant - Permanent – 32.5hpw – Term time only plus 2 days

Scale: B1.4-6 - Actual salary £15,785 to £16,338 pa

Optional additional role -

Playworker- Permanent – 5hpw - Term time only plus 2 days - Scale: A1 -

Actual salary £2,317pa

In order to effectively undertake the above role (see job description) the following attributes have been identified as important for the post holder to have.

Mode of Assessment	A = Application I = Interview C = Certificate	Essential	Desirable
Qualifications/Training			
C	5+ GCSEs (or equivalent)	X	
C	A levels		X
AI	Working with or caring for children of relevant age	X	
AI	Understanding classroom roles and responsibilities and your own position within these	X	
A	Appropriate knowledge of first aid		X
AI	To be aware of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection		X
AI	Working with children who have complex physical or medical needs		X
Skills			
AI	Good numeracy/literacy skills	X	
AI	Good I.T. skills	X	
AI	Good organisational skills	X	
I	Able to use initiative	X	
AI	Has clear, legible handwriting	X	
AI	Ability to work effectively as part of a team	X	
AI	Excellent communication and interpersonal skills	X	
AI	Confident and calm when dealing with difficult situations	X	
AI	Patient, supportive and sensitive to pupils with specific needs	X	
AI	Experience of working with pupils with autism	X	

Mode of Assessment	A = Application I = Interview C = Certificate	Essential	Desirable
Safeguarding Children			
CI	Ability to maintain appropriate relationships and personal boundaries with children and young people	X	
CI	Emotional resilience when working with challenging behaviours and appropriate attitude to the use of authority to maintain discipline	X	

There may be a need to occasionally work outside of school hours and off school premises.

This school is committed to safeguarding and promoting the welfare of its pupils and expect all staff and volunteers to share the commitment. Appointments will be subject to an enhanced DBS disclosure.

In Line with Keeping Children Safe In Education (2022), shortlisted candidates will also be subject to an online search.

Primary Campus Overview

Staffing

The senior leadership team at our Primary Campus currently consists of a Head of Primary, Deputy Headteacher, 3 Assistant Head Teachers and wider Leadership Team including middle leaders. We have classes from Reception to Year 6. Class teachers are well supported by a number of teaching assistants, special needs assistants, admin staff and members of the Support Services team.

Accommodation

The Primary phase is positioned on a stunning green-field site, approximately one mile from the secondary campus, near the perimeter of Roundhay Park. The building was completed in April 2013 and offers state-of-the-art facilities and resources including: a practical room used for cookery, arts and crafts and nurture; a Learning Resource Centre where pupils and parents have access to library books and computers; and a small group intervention room for each year group. The substantial outdoor space includes playgrounds with extensive play areas and fixed equipment to promote physical development; a multi-use games area for use at playtimes and in PE lessons; a large field for a range of sports.

The Curriculum

At the Primary Campus, our curriculum is carefully designed, implemented and reviewed to ensure that our core values are **LIVED** through everything that we do within and across our school. We **strive for excellence** on a daily basis to ensure children are responsible, resilient and ready for their next chapter at Roundhay.

Our flexible curriculum is designed with ambition, for all of our pupils, to create a broad range of opportunities and memorable experiences which ensure that children are:

Happy
Safe
Show respect
Enjoy a challenge
Celebrate diversity
...and are Ready and fit for their future!

We tailor our curriculum to suit the context of our school because Roundhay pupils need:

- **Talk and rich language environments** with explicit teaching
'Our learning floats on a sea of talk'
- **Stories, conflicts and dilemmas** to be curious about, explore and learn from...
- To **connect their knowledge, skills and understanding through spaced repetition** and through the teaching of **dense ideas**
- **'To see themselves through our curriculum'** to ensure high levels of engagement and pupil participation
- **Explicit teaching of emotional literacy, self-regulation and wellbeing** so that

- To develop children's **strength of character** by learning through key themes which support children's global development and allow them to become change agents

Find out more by visiting <https://www.roundhayschool.org.uk/primary-school/curriculum/>

An All-through School

Being part of an all-through school offers a wide range of opportunities for both staff and pupils. We currently have a range of specialist teaching in the primary, such as Spanish and music provided by teachers from the secondary campus. This will be developed further over the coming years with the aims of: supporting the development of the curriculum; providing pupils with high quality, specialist teaching; ensuring that pupils develop the skills needed for a successful transition to the secondary curriculum.

A seamless transition from primary to secondary will be enabled by exploiting opportunities for cross-phase working so that children are familiar with staff, facilities and routines. For example, pupils from each campus regularly make visits to the other campus as part of the curriculum such as to watch a performance or take part in a joint activity. Opportunities for the children to give something back to the school community and take on responsibilities are offered through schemes such as Year 9 lunchtime leaders at primary; Year 10 Community action; Sixth form volunteers; Sports Leaders; and Pupil Ambassadors across the whole age range.

Opportunities are provided for professional development for staff who are encouraged to drive their own learning. Educational continuity is possible when staff collaborate, for example, primary staff shared the SATs expectations at the end of KS1 with secondary colleagues, promoting discussion and debate and resulting in more focussed development in particular subjects.

Parents also have peace of mind knowing that their child will be continuing their education at the same school from age 4 to 18, allowing for the development of strong working relationships with school staff that will be sustained throughout their child's time at Roundhay.