

# Lowton

Church of England High School

**Role:** Teaching Assistant Level 2

**Contract:** Part time – working between 27 to 32.5 hours\week

(with a minimum of 27 hrs\week)

Hours of work will be one of these shifts: by agreement

8.30 am – 3.30 pm (32.5 hrs\week)

8.00 am – 3.00 pm (32.5 hrs\week)

8.30 am – 2.50 pm (27 hours\week)

Monday – Friday, Term time plus one INSET Day

Term time working means you will only work when the school is open and you will work 1 day at the start of each new Academic Year, which is a training day (called INSET). Please contact us for an informal discussion and more information.

**Salary:** £16,787 - £17,351 – Actual (based on 32.5hrs\wk)

£22,737 - £23,500 - FTE

Grade G3 NJC Pt 3 - 5

**Starting:** April\May 2024



## Introduction

Thank you for your interest in this position. We are a 'Good' school in all areas (Ofsted, March 2023) and are on a mission – to provide an exceptional education for every young person that we serve in our school community so that their life chances are transformed.

I started as the new Headteacher at the school in September 2020 with extensive headship and school improvement experience.

Our recent inspection report talks about the 'transformative improvements' in the school in the last few years, reflected in our culture, ethos, quality of education, outcomes and inspection report. You can read the full 'Good' report here: [LCEHS Ofsted Report](#)

The conditions are ripe to continue our journey towards being excellent in all we do. We are now looking for a committed and aligned individual with drive and passion for the school's ambition to raise and support the aspirations of all students and bring about a love for and success in Science.

Our school is underpinned by its Christian values of *Caring, Learning and Succeeding*. These palpably define the culture of the school. We test all we do through the lens of what is right for each child.

You will hear us use the phrase 'ruthlessly compassionate' which means each and every day we have the resolve, commitment and highest of expectations to do the right thing for every child, because every child has the right to an exceptional education.

We have a high-quality Science curriculum, values-driven leadership and a team of subject specialists. In applying for this role, you could be part of our exciting journey towards excellence.

Before applying listen to my message and check out our website:

[Headteacher Welcome Message](#)

If you are interested in the role and committed to our mission and values, I look forward to receiving your application.

**Kieran Larkin**

*Headteacher*



## About us:

We are a vibrant and inclusive 11-16 comprehensive school of around 800 students with an established reputation as a welcoming and forward-thinking learning community. Being located on the Warrington/Wigan border gives us a Warrington postcode but we are part of Wigan LA. We serve the community with most students living locally in the towns of Leigh and the village of Lowton. Our student intake is broadly average in terms of prior attainment and student deprivation.

As a Church School our Christian faith shapes everything we do. We strive to demonstrate to students that each one of them is of infinite worth as a child of God and they are the 'lights of the world', who can make a positive difference to the school. Our admissions policy does not require students to attend Church, rather we pride ourselves on being a mission-led school in the community for our community.

## In a \*recent parent survey, our parents told us...

- **97%** would consider recommending Lowton to another interested parent.
- **94%** agree that their child is getting the appropriate amount of work.
- **93%** agree that communication from the school is informative and helpful
- **92%** agree that their child is well supported in their learning.

\* February 2021



### About the role:

We are a school that places the quality of learning at the heart of everything we do. We have an opportunity for a dynamic, caring and dedicated individual to join our SEND team in supporting our young people to realise their full potential. The successful candidate will be able to provide curriculum support and ensure positive outcomes for those students who struggle with accessing the curriculum.

The role will contain some elements of supporting students who have physical disabilities. You will be involved in supporting students in all areas of school life to ensure that they are able to fully access everything our school has to offer. This will include providing in-class support and support around the school site. You will be a committed and caring person who as a teaching assistant will support students with barriers to learning on a one to one basis or in a small group in or out of the classroom.

At the heart of the job, you will be a committed and caring person who is passionate about inclusion and determined to help our student experience life in all its fullness, despite the challenges that they face.

We are a very welcoming and supportive department where teamwork is at our core.

The successful candidate will benefit from a strong induction programme which will be tailored to their professional needs and experience.

Term time working means you will only work when the school is open and you will work 1 day at the start of each new Academic Year, which is a training day (called INSET). Please contact us for an informal discussion and more information.



## About you

Above all we are looking for individuals who have a commitment and passion for raising the achievement of all students regardless of their ability. You will care about student wellbeing and have a sense of purpose; a vibrant and energetic individual who wants to make a difference to the lives of our students and want to be a part of our team. Are you:

- passionate about promoting a culture of educational excellence and improving the life chances of our students
- able to demonstrate the ability to support the learning of students in the classroom
- able to lead by example and act as a strong role model to students
- positive with a 'can do' attitude
- able to demonstrate excellent organisational skills
- an effective team player aligned to our missions and values
- an active learner, who constantly strives to improve, with the desire to progress.

We are committed to delivering the highest standards and our staff are proud to belong to the school; we believe that Lowton Church of England High School is a great place to be. This post offers you the opportunity to work in and with:

- A caring school where you can make a real difference to the lives of young people.
- A school with a strong will and determination to be excellent.
- A school that has high expectations of all who work here.
- A school that places the quality of learning at the heart everything.
- Supportive and cooperative staff who are committed to their roles.
- An opportunity to develop extracurricular activities, if you so desire.
- Term time working.
- A school that is driven by strong values, invests in its staff and students and has a high regard for their welfare.



## Interested?

- Find out more about the school on our website and Facebook page.
- Speak to a member of staff about the school. We encourage people to visit or phone school with any questions that you may have about the role.
- If you would like to have a conversation please email:  
[harrisonr@lowtonhs.wigan.sch.uk](mailto:harrisonr@lowtonhs.wigan.sch.uk) with your details and a member of staff will get in touch.
  - Apply via TES
  - Interviews w\c: 18<sup>th</sup> March 2024
- Closing date: 17<sup>th</sup> March 2024

If you have not heard from us by the interview date, you may assume that your application has been unsuccessful on this occasion. Unfortunately, we are unable to offer feedback on individual applications that are not shortlisted for interview.

Term time working means you will only work when the school is open and you will work 1 day at the start of each new Academic Year, which is a training day (called INSET). Please contact us for an informal discussion and more information.

***The closing date for all applications is 17<sup>th</sup> March 2024***

***Early applications are encouraged and we reserve the right to close the vacancy early if a suitable candidate is found.***

We reserve the right to interview suitable candidates before the application deadline.



## Safeguarding at Lowton Church of England High School:

Lowton Church of England High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Suitability checks will be undertaken in accordance with KCSIE, including identity, Right to Work, qualifications, Prohibition check, two references and enhanced DBS check including Children's Barred List.

In addition, as part of the shortlisting process Lowton Church of England High School will carry out an online search as part of their due diligence on *shortlisted* candidates.

Shortlisted candidates will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. Self-declaration is subject to Ministry of Justice guidance on the disclosure of criminal records, further information can be found on [GOV.UK](https://www.gov.uk)

This role involves engaging in regulated activity relevant to children and applicants are reminded that it is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.



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**LOWTON CHURCH OF ENGLAND HIGH SCHOOL**  
**JOB DESCRIPTION**

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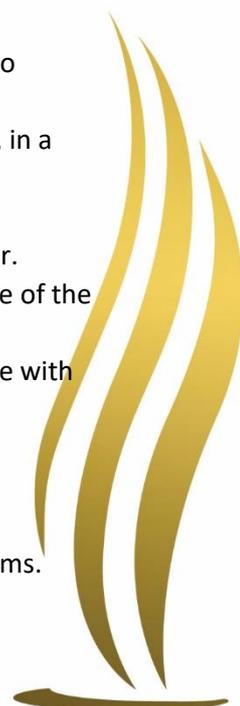
<b>Job Title:</b>	Teaching Assistant (TA2)
<b>Reports To:</b>	Assistant SENDCo/SENDCo
<b>Staff Responsibility for:</b>	None
<b>Liaising with:</b>	Department, Heads of Department, Student Support Services and relevant staff with cross-school responsibilities, relevant support staff and parents.
<b>Salary Scale:</b>	G3 NJC Pt 3-5
<b>Term:</b>	27.5 hours Term Time plus 1-3 INSET Days depending on the School Calendar
<b>DBS:</b>	Enhanced

**Job Purpose:**

1. Under the direction of the SENDCo undertake work/care/support programmes to enable access to learning for students and to assist the teacher in the management of students and classroom.
2. To give support for SEN students providing particular help for those students with learning difficulties and/or behavioural, social or physical disabilities, as required.
3. Actively demonstrate the vision and values of Lowton Church of England High School.

**Support for Students:**

1. To supervise and provide particular support for students, ensuring their safety and access to learning activities.
2. To assist with the development and implementation of Individual education/behaviour plans and personal care programmes.
3. To establish constructive relationships with students and interact with them according to individual needs.
4. To provide specialist support to students with barriers to learning on a one to one basis, in a small group or in or out of the classroom
5. To promote the inclusion and acceptance of all students.
6. To encourage students to interact with others and engage in activities led by the teacher.
7. To provide feedback to students in relation to progress and achievement under guidance of the teacher.
8. To create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans and assist with the display of students' work.
9. To assist with the planning of learning activities.
10. To monitor students' responses to learning activities and accurately record achievement/progress as directed.
11. To provide regular feedback to teachers on students' achievement, progress and problems.



12. Apply the behaviour management systems in a consistent manner so that effective learning can take place.
13. To provide clerical/admin support, for example photocopying, collection of money.
14. To assist with the supervision of students out of lesson times, including before and after school as may be reasonably directed.
15. To accompany teaching staff and students on visits, trips and out of school activities and take responsibility for a group under the supervision of the teacher as may be reasonably directed.

### **Staffing:**

1. Continue own professional development as agreed with the SENDCo.
2. Take part in the school's staff development programme and participate in arrangements for further training and professional development.
3. Engage actively in the School's Appraisal system.
4. To follow all Safeguarding procedures and attend regular training on issues relating to Safeguarding

### **Communication & Liaison:**

1. Follow agreed policies for communication within the school.
2. Ensure effective communication/consultation as appropriate with the parents of students.

### **School Ethos:**

1. Play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example
2. Support the school in meeting its legal requirements for worship.
3. Promote actively the school's corporate policies.
4. Adhere to and support the school's dress code for staff.
5. Adhere to and support the school's Code of Conduct.

### **Signatures:**

1. The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.
2. This job description forms part of the contract of employment of the person appointed to this post and is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

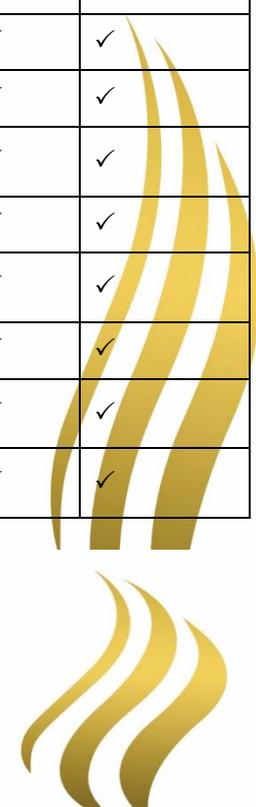
This position is equivalent to Wigan Council TA Level 3 Job Profile Gauge ref: A23288

Wigan HR Job Evaluation check 26<sup>th</sup> March 2021



**LOWTON CHURCH OF ENGLAND HIGH SCHOOL**  
*Person Specification*

				Assessed by:
No:	Categories:	Essential\ Desirable	App Form	Interview\ Task
<b>Qualifications:</b>				
1.	NVQ 2 or equivalent qualification or experience in teaching assistance or the care sector	E	✓	
2.	Training in the relevant learning strategies, e.g. literacy, numeracy	D	✓	
3.	GCSEs in Maths & English (grade 4 or equivalent)	E	✓	
4.	Evidence of commitment to own professional development	E	✓	
<b>Knowledge &amp; Skills:</b>				
5.	Ability to use ICT & technology in the classroom to deliver to support learning	D	✓	✓
6.	Proven experience of use of relevant equipment/resources	E	✓	✓
7.	General understanding of the national curriculum and other basic learning programmes/strategies	D	✓	✓
8.	Basic understanding of child development and learning	D	✓	✓
9.	Understanding of relevant policies, codes of practice and awareness of relevant legislation, including Safeguarding	D	✓	✓
10.	Up-to-date knowledge and experience of Safeguarding and Child Protection policies and procedures	D	✓	✓
<b>Personal Qualities:</b>				
11.	A strong belief in the value of education in developing citizens	E	✓	✓
12.	Highly organised, literate and articulate	E	✓	✓
13.	Highest levels of professional and personal integrity	E	✓	✓
14.	A strong commitment to inclusion and overcoming barriers to learning and achievement	E	✓	✓
15.	Personal resilience, persistence and perseverance	E	✓	✓
16.	Commitment to the pursuit of continuous professional development by oneself and others	E	✓	✓
17.	Able to maintain confidential issues within the working environment	E	✓	✓
18.	Actively demonstrate the vision and values of Lowton Church of England High School	E	✓	✓
19.	Commitment to support the school's policies on safeguarding & equality & diversity	E	✓	✓



## Privacy Notice – Job Applicants

### Lowton Church of England High School

Lowton Church of England High School *is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with School's policy review schedule.*

*A current version of this document is available to all members of staff and job applicants on the job opportunities section of our website.*

This privacy notice describes how we collect and use personal information about you during and after your work relationship with us, in accordance with the UK General Data Protection Regulation (UK GDPR).

Following Brexit, Regulation (EU) 2016/679, General Data Protection Regulation (GDPR) is retained EU law and known as UK GDPR. The UK GDPR sits alongside an amended version of the Data Protection Act 2018 that relate to general personal data processing, powers of the Information Commissioner, and sanctions and enforcement. The GDPR as it continues to apply in the EU is known as EU GDPR.

Successful candidates should refer to our privacy notice for staff for information about how their personal data is stored and collected.

#### Who Collects This Information

Lowton Church of England High School is a “data controller.” This means that we are responsible for deciding how we hold and use personal information about you.

Under data protection legislation we are required to notify you of the information contained in this privacy notice. This notice does not form part of any contract of employment or other contract to provide services and we may update this notice at any time.

It is important that you read this notice, together with any other policies mentioned within this privacy notice. This will assist you with understanding how we process your information and the procedures we take to protect your personal data.

#### Data Protection Principles

We will comply with the data protection principles when gathering and using personal information, as set out in our data protection policy.

#### Categories of Information that We Collect, Process, Hold and Share

We may collect, store and use the following categories of personal information about you up to the shortlisting stage of the recruitment process: -

- Personal information and contact details such as name, title, addresses, date of birth, marital status, phone numbers and personal email addresses;



- Emergency contact information such as names, relationship, phone numbers and email addresses;
- Information collected during the recruitment process that we retain during your employment including proof of right to work in the UK, information entered on the application form, CV, qualifications;
- Details of your employment history including job titles, salary and working hours;
- Information regarding your criminal record as required by law to enable you to work with children;
- Details of your referees and references;
- Details collected through any pre-employment checks including online searches for data;
- [Your racial or ethnic origin, sex, and sexual orientation, religious or similar beliefs.](#)

We may also collect information after the shortlisting and interview stage in order to make a final decision on where to recruit, including criminal record information, references, information regarding qualifications. We may also ask about details of any conduct, grievance or performance issues, appraisals, time and attendance from references provided by you.

#### **How We Collect this Information**

- We may collect this information from you, your referees, your education provider, by searching online resources, from relevant professional bodies the Home Office and from the DBS.

#### **How We Use Your Information**

We will only use your personal information when the law allows us to. Most commonly, we will use your information in the following circumstances:

- Where we need to take steps to enter a contract with you;
- Where we need to comply with a legal obligation (such as health and safety legislation, under statutory codes of practice and employment protection legislation);
- Where it is needed in the public interest or for official purposes;
- Where it is necessary for our legitimate interests (or those of a third party) and your interests, rights and freedoms do not override those interests.
- Where you have provided your consent for us to process your personal data.

Generally the purpose of us collecting your data is to enable us to facilitate safe recruitment and determine suitability for the role. We also collect data to carry out equal opportunities monitoring and to ensure appropriate access arrangements are put in place if required.

If you fail to provide certain information when requested, we may not be able to take the steps to enter a contract with you, or we may be prevented from complying with our legal obligations



We will only use your personal information for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose.

### How We Use Particularly Sensitive Information

Sensitive personal information (as defined under the UK GDPR as “special category data”) require higher levels of protection and further justification for collecting, storing and using this type of personal information. We may process this data in the following circumstances: -

- In limited circumstances, with your explicit written consent;
- Where we need to carry out our legal obligations in line with our data protection policy;
- Where it is needed in the public interest, such as for equal opportunities monitoring (or in relation to our pension scheme);
- Where it is necessary to protect your interests (or someone else’s interests) and you are not capable of giving your consent.

### Criminal Convictions

We may only use information relating to criminal convictions where the law allows us to do so. This will usually be where it is necessary to carry out our legal obligations. We will only collect information about criminal convictions if it is appropriate given the nature of the role and where we are legally able to do so.

Where appropriate we will collect information about criminal convictions as part of the recruitment process or we may be notified of such information directly by you in the course of working for us.

### Sharing Data

We may need to share your data with third parties, including third party service providers where required by law, where it is necessary to administer the working relationship with you or where we have another legitimate interest in doing so.

These include the following: -

- Academic or regulatory bodies to validate qualifications/experience (for example the teaching agency);
- Referees;
- our Local Authority in order to meet our legal obligations for sharing data with it ;
- Other schools;
- DBS; and
- Recruitment and supply agencies.



We may also need to share some of the above categories of personal information with other parties, such as HR consultants and professional advisers. Usually information will be anonymised but this may not always be possible. The recipients of the information will be bound by confidentiality obligations. We may also be required to share some personal information with our regulators or as required to comply with the law.

### **Retention Periods**

Except as otherwise permitted or required by applicable law or regulation, the School only retains personal data for as long as necessary to fulfil the purposes they collected it for, as required to satisfy any legal, accounting or reporting obligations, or as necessary to resolve disputes.

Once we have finished recruitment for the role you applied for, we will then store your information in accordance with our Retention Policy. A copy can be requested by emailing [dpo@lowtonhs.wigan.sch.uk](mailto:dpo@lowtonhs.wigan.sch.uk)

### **Security**

We have put in place measures to protect the security of your information (i.e. against it being accidentally lost, used or accessed in an unauthorised way). In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need to know. Details of these measures are available in our information security policy.

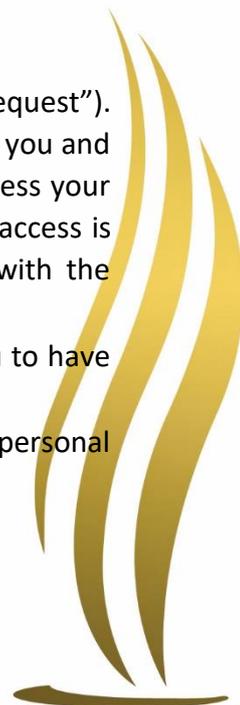
You can find further details of our security procedures within our Data Breach policy and our Information Security policy, available on request.

### **Your Rights of Access, Correction, Erasure and Restriction**

It is important that the personal information we hold about you is accurate and current. Please keep us informed if your personal information changes during your working relationship with us.

Under certain circumstances by law you have the right to:

- Access your personal information (commonly known as a “subject access request”). This allows you to receive a copy of the personal information we hold about you and to check we are lawfully processing it. You will not have to pay a fee to access your personal information. we may charge a reasonable fee if your request for access is clearly unfounded or excessive. Alternatively, we may refuse to comply with the request in such circumstances.
- Correction of the personal information we hold about you. This enables you to have any inaccurate information we hold about you corrected.
- Erasure of your personal information. You can ask us to delete or remove personal data if there is no good reason for us continuing to process it.



- Restriction of processing your personal information. You can ask us to suspend processing personal information about you in certain circumstances, for example, if you want us to establish its accuracy before processing it.
- To object to processing in certain circumstances (for example for direct marketing purposes).
- To transfer your personal information to another party.

If you want to exercise any of the above rights, please contact the Headteacher in writing.

We may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights).

### **Right to Withdraw Consent**

In the limited circumstances where you may have provided your consent to the collection, processing and transfer of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. To withdraw your consent, please contact the Network Manager ([dpo@lowtonhs.wigan.sch.uk](mailto:dpo@lowtonhs.wigan.sch.uk)) . Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally agreed to, unless we have another legitimate basis for doing so in law.

### **How to Raise a Concern**

We hope that the Network Manager can resolve any query you raise about our use of your information in the first instance.

We have appointed a data protection officer (DPO) to oversee compliance with data protection and this privacy notice. If you have any questions about how we handle your personal information which cannot be resolved by the Network Manager then you can contact the DPO on the details below: -

Data Protection Officer: Judicium Consulting Ltd

Address: 72 Cannon Street, London, EC4N 6AE

Email: [dataservices@judicium.com](mailto:dataservices@judicium.com)

Web: [www.judiciumeducation.co.uk](http://www.judiciumeducation.co.uk)

Lead Contact: Craig Stilwell

You have the right to make a complaint at any time to the Information Commissioner's Office, the UK supervisory authority for data protection issues.

