Progress Coach



#TeamWeydon
#BelieveBelongCare



Welcome from Ros Allen, Principal

Thank you for your interest in working at Weydon School. It is a great privilege for me to be the new Principal of a school, which whilst being one of the largest 11-16 schools in the area, cares for the individuals within it.

We are a school with a wonderful tradition of academic excellence, which ensures all of our students, regardless of their starting point, fulfil their potential, due in large part to our enriching and stimulating curriculum which is delivered by a committed and inspiring staff body. Our world-class facilities, alongside our investment in contemporary technologies, ensure that the student and staff experience is difficult to match in the state sector, and also provides the opportunity for our 1600 strong student body to take advantage of a vibrant, inclusive and exciting extra-curricular programme which builds character, resilience and leadership.

Staff retention is high, not only because of the culture of mutual support between the members of our team, but because our students are a joy to work with; intellectually curious, well-behaved and engaged, they seek to be challenged and respond superbly to teaching which encourages rigorous and deep thinking.

Our record of academic success, most recently in 2026 when 49% of all GCSE grades were at grades 7-9, our 2023 Ofsted report which evaluated our quality of education as outstanding, and our numerous accolades from SSAT and the Sunday Times Parent Power list are pleasing, but we remain relentless in our desire to improve and we welcome new colleagues who will contribute to our continued pursuit of excellence in all that we do.

Key to this is our absolute commitment to professional development; each Monday that time is given to dedicated CPD and it is a delight that so many colleagues have secured career advancement at Weydon and elsewhere in the WMAT Trust of which we are a proud member, as a result of the opportunities and development they have received at Weydon.

We very much hope you will submit an application to work at Weydon School. Working in school is a demanding role, and we are committed to ensuring that the hard work of every colleague is recognised and valued, that we work collaboratively and creatively to reduce workload, without reducing the autonomy of teachers in the classroom, and that all new members of staff quickly feel that they belong to, and are cared for as a member of the Weydon community.

I very much look forward to meeting you.

Ros Allen (Ms)
Principal

Our vision: Joy and ambition

Weydon is a joyful community which is ambitious for all its members and is restless to improve. We are driven by a moral purpose to provide an excellent and innovative learning experience which develops scholarship, character, confidence and leadership.

Our values: Believe, Belong, Care

Our values in action: The Weydon Way

- We have the **highest expectations** of each other. These are set not by creating a fear of failure, but by our absolute **belief** in the potential of every member of our community to achieve great things and in our responsibility to support them to do so
- We are driven by the mission for all to experience **the joy of belonging** to an inspiring, **ambitious**, safe and compassionate community in which all are valued and respected
- We **believe** the best in everyone and therefore every interaction is considered, thoughtful and kind, even when we do not agree with each other
- We **believe** by **caring** for others in our school and in the wider community, we will experience joy, purpose and pride
- We act with **integrity** by doing and saying the right thing whether or not anyone is watching

An introduction to SEND at Weydon



The Student Support Centre is a thriving and busy department in the heart of Weydon. As a large school we have a dedicated Assistant SENDCo for each year group. We have constructed a flexible model to in-lesson support with a team of Progress Coaches who work with a specific year group and provide support where and when identified students need it. Each student on the SEND register has a named Progress Coach ensuring every student with additional needs is supported, seen and heard and that no one falls through the net. The vast majority of our students are supported in class through high-quality adaptive and inclusive practice and approaches. Some students also receive additional evidence-based intervention for literacy, numeracy and emotional regulation.

Weydon's large student body comprises many needs and the role of Progress Coach is varied, diverse and interesting. Our Progress Coaches are all assigned to a particular year group which affords the unique opportunity to really get to know your students, where no two days are ever the same and where you will have the chance to make a real difference. Through targeted interventions in areas such as numeracy, literacy, SALT, ELSA, and emotional literacy, you will utilise your training and skills to offer personalised support on a 1:1 or small group basis.

Progress Coach



Start date	September 2026
Contract	Part Time, Permanent
Hours	27.5 hours per week, Term time only (39 weeks per year)
Salary	WA3 £25,226 - £27,031 FTE per annum Actual Starting Salary £16,045 per annum

Monday to Friday 8.30 – 3.05. Alternatives to be discussed at interview.

We are seeking to appoint an enthusiastic, and inspirational Progress Coach to help students with a range of special education needs to reach their full potential. You'll help to inspire and motivate young people who find education more challenging, working closely alongside our teachers and other staff, and we'll provide training and excellent benefits. We are looking for someone who is committed to inclusive education, and who can ensure that students can access the curriculum, make excellent progress and thrive throughout their time at Weydon.

Come and visit us!

Please come and visit and meet members of our team before you apply. Weydon School is a large, vibrant and over-subscribed school in an unspoilt area of Surrey within easy reach of London. We are the founding member school of the Weydon Multi Academy Trust, which also comprises Woolmer Hill School, Rodborough School, Farnham Heath End School, Frogmore Community College, Tomlinscote and Eggar's School alongside a sixth form, primary and specialist schools from the local area. The close proximity of these schools allows many opportunities for staff collaboration, particularly on SEND and curriculum and assessment; there is a Trust Director for SEND who works with SENDCOs across the Trust. The Times frequently rates Weydon School in the top 10 of 11-16 schools in England attainment at GCSE is exceptional. Weydon also features in the Good Schools Guide where it is described as "slick state schooling at its best". You can read the full report here.

Benefits of working for Weydon and WMAT

- Free use of our fitness suite & extra-curricular opportunities
- Cash back medical scheme
- Priority admissions for Children of staff (subject to service/skills shortage)
- Access to the Teachers' Pension Scheme with generous employer contributions
- Lifestyle discounts and benefits scheme through our employee benefits platform
- Cycle to Work
- International school trip opportunities
- Extensive CPD opportunities

If you would like to discuss the post or have a tour of the school and our exceptional facilities before making an application, you would be very welcome. Please contact Miranda Francis, HR Officer, either through our recruitment portal; or on 01252 725052 or mfrancis@weydonschool.surrey.sch.uk

Please complete an application on our recruitment platform.

Apply Here

We reserve the right to close early and call for interview immediately, therefore early applications are actively encouraged.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment.

All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks. We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children. We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both children and adults feel secure, able to talk and believe that they are being listened to. We maintain an attitude of “it could happen here” where safeguarding is concerned.



Job Description

Progress Coach

Responsible to: SENDCO, Team Leader

Purpose of role: To provide support for students, the teachers and the school in order to raise standards of learning for SEND students. To encourage students to become independent learners and to support the inclusion of students in all aspects of school life.

Key responsibilities:



Support for Students

- Establish productive working relationships with students, acting as a role model and setting high expectations.
- Provide a range of support for identified students to enable them to access the curriculum and make progress.
- Promote the inclusion and acceptance of all students.
- Support students consistently, whilst recognising and responding to their individual needs.
- Encourage students to interact and work co-operatively with others and engage all students in activities.

Support for Teachers

- To support Inclusive teaching.
- Liaise with teachers about specific students and suggest strategies teachers could use to support them.

Support for the Curriculum

- Adapt and differentiate in class learning activities for SEND students, adjusting activities according to student responses/needs.
- Use students' interests and experiences to create engaging learning opportunities.

Support for the School

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- Participate in training and other learning activities as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.

Responsibilities

- To maintain records and monitoring reports to facilitate assessment and review.
- To assist with assessment and marking and recording tests.
- To undertake work in a way that reflects the school ethos and policies particularly those for inclusion and behavioural management.
- To attend and contribute to departmental meetings and INSET activities.
- To support students during both internal and external exams and assessments.
- Play a full part in the life of the school community, supporting its Believe Belong Care ethos and encouraging students to follow this example.

Additional Duties and Responsibilities

- To support and encourage the school's ethos and its objectives, policies and procedures as agreed by the governing body.
- To uphold the school's policy in respect of child protection matters.
- First Aid as required.
- Administration as required.
- Back up for other roles as required.
- Adhoc duties as required.

The person undertaking this role is expected to work within the policies, ethos and aims of Weydon School and to carry out such other duties as may reasonably be assigned by the Principal. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions, including extra-curricular activities, are fulfilled through direct dialogue with employees, contractors and community members. All staff take an active role in Weydon's care and guidance of students. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.



Person Specification

Progress Coach

Qualifications and training	Studied to a minimum standard of GCSE (grade A*–C) or equivalent, in English and mathematics. First aid training (or willingness to complete it)
Skills and knowledge	Good oral and written communications skills Ability to respond quickly and effectively to issues that arise Ability to plan, organise and prioritise to meet deadlines Ability to use own initiative and act accordingly Excellent attention to detail Ability to use IT packages including word processing, spreadsheets and presentation software Ability to use relevant office equipment effectively Ability to build effective working relationships with colleagues Understanding of data protection and confidentiality Understanding of safeguarding
Required attributes	Excellent standards of accuracy Ability to use own initiative Resourceful, patient and resilient Calm, unflustered manner Able to work on own or as part of a team Excellent communication skills A Professional smart appearance A friendly manner Must demonstrate tact, confidentiality and discretion at all times Flexible approach to supporting students and families Confidence to challenge difficult behavior Confidence to challenge other professions Able to relate, communicate and empathise with students and staff
Personal qualities	Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school Ability to work under pressure and prioritise effectively Commitment to maintaining confidentiality at all times Commitment to safeguarding and equality Embraces change well Deals with difficult situations effectively
Safer Recruitment	All roles require an Enhanced DBS clearance, Medical clearance and Satisfactory references