



**SEN 1:1 TEACHING ASSISTANT (TEMPORARY)
IN THE PREPARATORY DEPARTMENT
INFORMATION FOR APPLICANTS**



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MANCHESTER HIGH SCHOOL FOR GIRLS

Manchester High School for Girls is one of the leading independent girls' day schools in the country. It is a selective, academic school and last summer's public examination results at both Advanced and GCSE level were excellent, placing the School amongst the top schools nationally.

For 147 years, Manchester High School for Girls has taken pride in giving girls an academic education of the highest quality. Founded in 1874, the School has made a pioneering contribution to the development of women's education. All three of Mrs Pankhurst's daughters were educated here. The School takes its inspiration from its traditions and continues to produce students who distinguish themselves in many professions, becoming role models of successful and influential women. The character of the School has also been shaped by its accessibility to girls from a wide variety of social, cultural and religious backgrounds so that a community has developed which both values individuality and promotes tolerance.

The School is a non-denominational, independent day school, which has charitable status. It is also a member of the Girls' Schools Association and of the Association of Governing Bodies of Independent Schools. Since 1893, the School has provided means tested financial support for a significant number of girls. A range of school bursaries is currently offered in order to make places available to those from low income families, and currently approximately 10% of girls in the Senior School are in receipt of some form of financial assistance. The girls are drawn from a broad geographical area including Greater Manchester, Cheshire, Derbyshire and Lancashire. Special buses transport most of the girls to school and there is a supervised 'girls only' bus serving both the preparatory and the senior girls who live in the Hale, Altrincham and Bowdon areas. Admission to the Senior School is by examination and interview. Entry to the Preparatory Department is from the age of 4 and sometimes occasional vacancies are available for entry at other ages. Admission is selective by means of an assessment for infants and an entrance examination in Mathematics and English for the juniors.

The Senior School caters for girls from eleven to eighteen and the Preparatory Department provides for girls from four to eleven. Most girls in the Preparatory Department progress into the Senior School. The majority of our eleven-year-old entrants, however, are drawn from many other schools, both independent and maintained primary. Some are admitted at sixteen to pursue Sixth Form courses. Currently there are 239 girls in the Preparatory Department and 566 in the Senior School, including 179 in the Sixth Form.

The Curriculum and Timetable

Upon entry, girls are placed in one of four parallel form groups in which they are taught for most subjects, although setting is implemented in some subjects. All follow an extensive, strongly academic programme of study, culminating in outstanding examination results at GCSE and A-Level. In 2021, 99% of A-level grades awarded to MHSG students were A* to B. These results are in line with the fantastic performance of our students in years when examinations went ahead as usual. For instance, in 2019, 91% of our students' A-level grades were A*– B and in 2018, 93% were A*- B.

95% of all GCSE grades awarded to our students in 2021 were grade 7 or above – and the majority of our Year 11 girls chose to stay on to join the MHSG Sixth Form. We're very proud of the girls' excellent academic performance in this and previous years. The average grade awarded at GCSE level has consistently been above a 7/A grade over many years.

The School offers a wide choice of subjects at A-level and GCSE, with over 20 subjects offered at each level. Girls take the equivalent of 9 or 10 GCSEs and, currently in the Senior Sixth 3 or 4 A-level subjects. Almost all leave to pursue a degree at a university of their choice and, each year, a significant number gain admission to Oxford or Cambridge.

Pastoral Support, Care and Guidance

Highly effective systems of student support have been established where the roles of the Form Tutor and Heads of Year are pivotal. The work of the pastoral team is greatly enhanced by the School Nurses and the School Counsellor. Other key staff who contribute to the provision of pastoral support, care and guidance include the Director of Sixth Form Studies, a Learning Support Co-ordinator, Well Being Co-ordinator and Head of Careers. Administrative support for the work of the Deputy Head (Pastoral Care) and the Heads of Year is provided by the Pastoral Secretaries.

Current staffing

The staff of the Senior School consists of the Head Mistress, two Deputy Heads, Bursar, five Assistant Heads and 76 teachers (51 full-time and 25 part-time). The Preparatory Department is led by the Head of the Department, who is responsible to the Head Mistress, supported by a Deputy Head, with 18 teachers (15 full-time and 3 part-time) and 9 teaching assistants. The Deputy Heads, the Bursar, the Director of Sixth Form Studies, the Head of the Preparatory Department and the Development & Marketing Director form a Senior Leadership Team working closely with the Head Mistress. In addition, there are 13 technicians, a full-time professional librarian with 2 assistants, 4 visiting speech and drama teachers and a large team of visiting instrumental music teachers. A school doctor is in regular attendance and there are 2 part time school nurses. The Head's Personal Assistant is also the Office Manager and there are 15 other ancillary staff supporting the offices of the Head and the Bursar, as well as providing administrative assistance for the staff. In addition, there is an Estates Manager and 7 maintenance staff.

Extra-curricular activities

There is a wide variety of extra-curricular activities, which are well supported by girls and teachers. Many take place at lunchtime but, in addition, there are numerous theatre visits and field trips which offer the opportunity for students to develop and follow their interests and talents in music, drama, sport and academic areas. Every year there are drama productions and music festivals; the School's performance activities have an excellent reputation. There is a full schedule of sporting fixtures including netball, cross-country, hockey, athletics, tennis, rounders, swimming and water polo. All girls in Year 7 attend a residential induction course and there are regular opportunities to participate in sport tours and other trips abroad.

Accommodation

In the last sixteen years, an ambitious refurbishment and development schedule has seen the classrooms, laboratories and specialist subject accommodation transformed. Modernisation of the dining room and kitchens, library, main hall, lavatories, three ICT suites, two language laboratories and greatly improved work facilities for staff have completed the upgrades. The construction of an impressive Sports Complex, with fitness suite and climbing wall to augment the existing swimming pool, Astroturf pitch and dance studio was completed in September 2006. A free membership scheme for staff to the Fitness Suite is available. A first floor extension and refurbishment of the Preparatory Department providing four additional classrooms was completed in August 2012. A state of the art Sixth Form Centre was completed in summer 2014.

Development and Marketing Department

The School's Development and Marketing Department consists of Director of Development and Marketing, an Alumnae and Development Manager and the Marketing and Communications Manager. Marketing is responsible for overseeing anything related to the Manchester High School for Girls 'brand' and promoting what is on offer here to prospective parents and students through advertising and PR, including maintaining the School's various social media platforms and website.

The Development aspect of the department's work involves maintaining links with over 4,000 members of the School's alumnae community and raising funds for the School's Bursary Fund. Development is heavily involved in organising a number of flagship events in the Manchester High calendar, including the annual Founders' Lecture. The links the department has are vital in enabling the School to build close working relationships with the Manchester business community.

Development also supports the Careers Department by managing Project Pankhurst (our alumnae mentoring scheme for Sixth Formers) and the 'Insight Into...' careers evenings.

Inspection and Future Plans

The Independent Schools Inspectorate (ISI) conducted a regulatory compliance and educational quality inspection of Manchester High School for Girls in November 2019. The School was found to be fully compliant with all of the regulatory requirements and achieved the highest possible rating of "excellent".

Our current strategic objectives run from 2021-2024. The School is continuing to work to maintain a culture in which learning is pre-eminent and in which change is welcomed in the pursuit of improvement.

AGREED STATEMENT OF EDUCATIONAL PURPOSE AND AIMS

Purpose

Manchester High School for Girls was founded in 1874 "To impart to the girls the very best education which can be given and to fit them for any future which may be before them".

Today, the School upholds these founding principles by encouraging each individual pupil to achieve educational excellence across a broad range of learning opportunities, both inside and outside the classroom. For each pupil, this all-round education fosters an awareness of their own value and a sense of responsibility towards others, both within our community and across the wider world.

Aims

Manchester High School for Girls aims to educate and empower our pupils by:

- Supporting our pupils to develop an understanding of the value of education as an end in itself, instilling a lifelong love of learning, whilst striving for academic excellence alongside cultural awareness and understanding
- Inspiring pupils to achieve high academic standards within a culture of innovation, where they fulfil their individual potential
- Providing a broad and diverse range of subjects and extra-curricular activities that offer each individual pupil the opportunity to develop their talents and flourish
- Educating the whole child and prioritising their wellbeing so that pupils leave School with a sense of self-awareness, self-worth, self-discipline and an ability to contribute with confidence in an increasingly competitive and technological world
- Drawing on the School's social, cultural and religious mix of pupils to enable all to live and grow in an atmosphere of mutual respect and compassion
- Encouraging qualities of caring, kindness, honesty and loyalty, fostering high moral standards

The Preparatory Department

The Preparatory Department has an excellent academic record and enjoys a well-deserved reputation as a caring school in which each girl is valued as an individual. The girls are educated to the highest standard by experienced, caring and committed staff; the department provides a broad, academic yet forward-looking curriculum, as well as exciting opportunities for extra-curricular activities.

It offers a friendly, happy and secure environment in which the qualities of kindness, respect, loyalty, self-discipline and self-worth are encouraged and developed. Each girl is helped to develop her self-confidence, her special talents and her academic potential.

The philosophy of both the Preparatory Department and the Senior School is that happy girls will achieve their potential. The level of pastoral care provided for the girls is, therefore, extremely high and includes 2 part time nurses (based in the Senior School, assisted by a doctor who visits one day each week), the Playground Friends and Big School Sister schemes, and specialist before and after school care.

The Preparatory Department is housed in its own accommodation which is attached to the Senior School. There are two libraries and two halls, serving the Early Years Foundation Stage, Key Stage 1 and Key Stage 2. Technology is prioritised for staff and pupils, with a computing suite, sets of laptops and iPads available for all classes. Interactive white boards are installed in all classrooms and the Junior Hall, and a plasma screen installed in the Infant Hall and flexible learning space. The Preparatory Department shares with the Senior School the use of the swimming pool, the sports complex, the dance studio and the outdoor astroturf pitches and netball courts; there are separate play areas for both Key Stages, with an additional, attractive outdoor learning space specifically designed for the youngest children in the EYFS classes.

There are two parallel classes of up to a maximum of 20 girls in the Infants and 22 girls in the Juniors. The Infant Department is led by the Assistant Head of EYFS and Key Stage 1, who is line managed by the Head of the Preparatory Department. Specialist teaching is experienced by girls from Reception to Year 6 in a variety of curriculum areas such as Music, Sport, Swimming, Mandarin, Latin, German, Spanish and French. In addition, there are six teaching assistants in EYFS and Key Stage 1, three teaching assistants in Key Stage 2 and two part-time Learning Support teachers.

THE POST, JOB DESCRIPTION AND PERSON SPECIFICATION

Responsible to:	The post holder will be directly responsible to the Class Teacher/ Deputy Head of the Preparatory Department
Post:	SEN 1:1 Teaching Assistant (SEND Specialist)
Salary Grade:	Salary will be pro rata to a full time salary of £19,556.29 - £20,144.53 per annum, (Points 15 - 18 on the support staff scale), equating to an actual part time starting salary of £15,390.80 per annum.
Hours:	37 hours per week: 8.00 a.m. to 4.00 p.m. Monday to Thursday, 8.00 a.m. to 3.30 p.m. on Friday, with 30 minutes unpaid time for lunch each day. The appointment is for 37 weeks per year (term time + 5 INSET days).
Required from:	September 2021/ As soon as possible

Child Protection and Safeguarding

This role involves contact with children and engagement in “regulated activity” as defined on page 55 of the DFE document “Keeping Children Safe in Education 2021”.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014057/KCSIE_2021_September.pdf

Manchester High School for Girls (the School) is committed to acting in the best interests of the child and will take actions to enable all pupils to have the best outcomes. The safety and welfare of children is the statutory responsibility of all those who come into contact with them in the School.

All staff, volunteers and governors will be pro-active in trying to identify possible safeguarding issues and will report concerns immediately to one of the School’s Designated Safeguarding Leads (DSLs).

The Role

We are looking for an experienced SEN 1:1 SEND specialist to work as a teaching assistant alongside a Lower KS2 class teacher and Learning Support Coordinator to assist with the provision of a supportive, caring and safe learning environment for pupils in the Preparatory Department.

Main purpose of the job

- To support a pupil with varied social and emotional difficulties but with high academic potential on a one-to-one basis throughout the school day,
- To build a strong rapport with the individual pupil and to achieve a relationship based on trust and mutual respect.
- To ensure the pupil feels cared for and listened to, understanding their frustrations and how to resolve them to achieve a positive outcome.
- To support the pupil as they learn to take responsibility for their learning so they are motivated and independent, with self-belief.
- To set boundaries and routine and support the child to engage with these.
- To work under the guidance of the class teacher to implement agreed work programmes to promote effective teaching and learning.
- Whilst the role is, in the first instance, to provide 1-1 support, the post holder may also need to provide general support to the class teacher in the management and organisation of other pupils and the classroom.
- To assist the teacher in creating and maintaining a purposeful, orderly and supportive learning environment.

- To promote the inclusion of all pupils.
- Work may be carried out in the classroom or outside the main teaching area including, by arrangement, the supervision of pupils in out of school hours activities.
- To contribute to the safeguarding and protection of all pupils.

Supervisory responsibility

None, apart from assisting in work familiarisation of new members of staff or volunteers.

Main responsibilities and tasks

- To follow the targets set on the Educational Health Care Plan (EHCP), if appropriate.
- To support the pupil both within the classroom and during break and lunchtime.
- Within a framework of supervision, to deliver agreed learning activities/teaching programmes, working closely with the class teacher and learning support coordinator.
- Some activities/programmes will require developed knowledge/skills to be applied, e.g. in setting differentiated work according to individual needs or working on specialist programmes.
- To liaise with external agencies.
- To prepare and maintain appropriate learning aids, materials and equipment and assist the pupil in their use. To make or adapt resources (e.g. worksheets or sight cards) to enable the pupil to access the learning activity at their appropriate level of understanding.
- To monitor and evaluate pupil response to learning activities and progress towards targets, record achievement and feedback to the teacher and/or other professionals as required.
- Whilst the role is, in the first instance to support a pupil 1-1, the post holder may also be required, to prepare the classroom for lessons, ensuring that resources are available and cleared away at the end of the lesson as appropriate.
- To maintain an awareness of pupil problems and report these to the class teacher as required.
- To encourage pupils to interact with others and engage in activities led by the teacher.
- To provide support for pupils' emotional and social needs by encouraging and modelling positive behaviour, in line with the School's Behaviour policy, and demonstrating high expectations of work and behaviour at all times.
- To work with the teacher in the planning of work and activities as appropriate.
- To provide general clerical support to the teacher, e.g. photocopying, laminating, filing, etc. as required.
- To assist with the pastoral care of the pupils, including helping pupils who are sick, distressed or injured.
- 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.
- To assist with the supervision of pupils out of lesson time, as necessary for their safety.
- To accompany teaching staff and pupils on visits, trips and out of school activities as required.
- To attend relevant meetings and participate in training opportunities and professional performance development as required.
- To undertake any other broadly analogous duties.

General Duties

- To carry out any other reasonable request of the Head Mistress or Head of Preparatory Department.
- This job description may be subject to reasonable changes in the future, to reflect changing circumstances and to aid professional development.

PERSON SPECIFICATION

Essential Criteria

- Training, expertise and experience working with children with a variety of special needs
- Excellent interpersonal and communication skills.
- Enjoys working with children.
- Applicants must share the commitment of the School to safeguarding and promoting the welfare of children at all times.
- The ability to work calmly under pressure and to relate to a wide range of people within the School.
- The ability to work as a member of a team.
- Pleasant and approachable manner and smart appearance.
- Reliable and responsible.
- A sense of humour.
- Ability to use initiative.
- Computer literate.
- Creative flair for practical/art type activities.
- Willingness to engage in training and professional development

Desirable Criteria

- A knowledge of 'attachment' difficulties and strategies to support pupils experiencing difficulties of this type

ADDITIONAL INFORMATION

Salary and Other Benefits

- There is a 50% discount on school fees for the daughters of permanent full-time members of staff. For part-time staff, the discount is pro-rata.
- There is a generous staff training budget. All colleagues are encouraged to continue their professional development.
- There is a contributory pension scheme for support staff to which the School makes a contribution. This is a voluntary scheme, details of which are available to the successful candidate.
- Colleagues are served by two of our catering team throughout the day. Tea, coffee and biscuits are provided at break and at the end of the school day. A separate staff dining room with an extensive and reasonably priced choice of food and waitress/waiter service is available from 12 noon to 2.00 p.m. serving subsidised meals to all staff. Light refreshments are provided for colleagues who remain in school for evening events.
- We offer an Employee Assistance Programme alongside a number of free staff wellbeing initiatives.
- We offer free on-site parking.

Other Information

- 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.
- MHSG is committed to equal opportunities for all of its employees and its policy is available on request.
- The School has a no-smoking policy throughout the premises, and a smart dress code.
- Applicants should note that the School is committed to safeguarding and promoting the welfare of children. All applicants who are offered employment will be subject to an enhanced criminal record check and the Children's Barred List check for the Child Workforce from the Disclosure & Barring Service (DBS) which must be cleared before the appointment is confirmed. Candidates will be required to submit the subsequent DBS certificate to the School prior to their employment. All candidates are also required to present their examination qualifications for inspection at the interview stage
- In accordance with the Asylum and Immigration Act 1996, the Governing Body will require candidates to provide documentary evidence at interview that they are legally entitled to live and work in the United Kingdom.
- Manchester High for Girls adheres to the General Data Protection Regulations 2018. We will obtain information about you including any criminal convictions you may have. All information will be kept confidential and it will only be used to process your application. If your application is unsuccessful, all your information will be deleted from our systems and disposed of in a secure manner.
- Upon appointment the successful candidate will be required to complete a medical questionnaire which will be kept on their confidential personnel file.
- The School website, www.manchesterhigh.co.uk, is regularly updated and has a wide range of additional information, including the full ISI Regulatory Compliance and Educational Quality Inspection report from November 2019.

ARRANGEMENTS FOR APPLICANTS

1. Please apply by submitting to the Head Mistress at recruitment@mhsg.manchester.sch.uk:
 - a fully completed application form, including examination grades, dates of awards and the names and contact details of two referees, one of whom must be your current or most recent employer. Applicants should note that we write for references during the selection procedure and the School will check with past employers as to the suitability of a candidate to work with children.
 - a supporting letter outlining how your experiences and/or personal qualities would enable you to contribute to the development of a thriving department and school.
2. The closing date for receipt of applications is **9.00am on Tuesday 21st September 2021**.
3. Interviews will take place during **w/c 27th September 2021**.
4. Unfortunately, we are not able to acknowledge all applications, but applicants who have not been invited for interview by the date indicated above should assume that, on this occasion, their application was unsuccessful.