



The Royal School

Wolverhampton



**CANDIDATE INFORMATION PACK**





# The Royal School

## Wolverhampton

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Your paragraph text

*An all-through co-educational state day and boarding  
school in the heart of England*

SENIOR SCHOOL TEACHING ASSISTANT  
CANDIDATE INFORMATION PACK  
START DATE ASAP



# WELCOME MESSAGE FROM OUR PRINCIPAL

Dear Candidate,

Thank you for your interest in the post here at The Royal School, Wolverhampton (RSW). To help you decide on whether this is the school for you it is important to understand where we have come from and where we are going.

The school is built upon a combination of things; it's unique heritage, record of academic excellence, outstanding educational environment, and the full support and endorsement of our Patron, the Earl of Wessex.

From this, the Governors and leadership team are committed to supporting wider access for pupils, of all abilities and backgrounds, to add to The Royal's rich and diverse educational offer.

The Royal School, Wolverhampton offers a unique proposition to families in Wolverhampton and its surrounding area of an 'all-through', 4-19, co-educational, nondenominational day and state boarding school, with the capacity over time to provide for 1500 pupils, through a carefully managed programme of growth.

Whilst remaining fully non-selective and dedicated to supporting pupils in need, this change process has enabled RSW to combine its traditional values and academic offer with a global perspective. All this is to benefit our pupils, and to create a dynamic outward looking, culturally diverse, yet inclusive school community. Within this, pupils acquire the rich subject knowledge, life skills, understanding and aspiration to succeed locally, nationally, and internationally.

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



**Mr Mark Heywood**





# Ethos

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

# RESPECT

The respect we have for one another can be seen in the diversity of our community and the acceptance of all pupils, staff and families for who they are. Respect is seen in the exemplary behaviour of our pupils and the care given to them by our staff.



# TRUST

All success is founded on taking the first step into the unknown. We support our community to take risks and encourage them to develop the skills they need to be resilient. We aim to nurture their love of risk so they keep that excitement throughout their whole lives.

# COMMUNITY

We truly feel like a 'Royal Family'. We welcome families, pupils and staff into our community and encourage everyone to play an active part in building strong links to our school. We provide opportunities through events such as Founders' Day and Prize Day.

# INITIATIVE

Initiative and independent learning is built into our curriculum and encouraged through our extended day provision. We encourage our pupils to solve problems themselves and work hard to give them the tools to do so.

# RISK

At The Royal School, our pupils take pride in being trustworthy learners. As a school, we trust our teachers to support all pupils in their learning and personal development. This trust is seen in the outstanding curriculum that is delivered every day, and the range of experiences on offer.



# What we offer

## The Royal School Wolverhampton

Teaching at The Royal Senior School provides:

- An exciting opportunity to join a culture of innovative curriculum practise and a unique ethos.
- The chance to join a team of outstanding leaders and practitioners and be at the forefront of developing educational approaches across the city.
- A supportive and caring team - which aspires to develop the leaders of tomorrow and provide the best opportunities for professional growth.
- The opportunity to lead a culture that is committed to the development of 'character' enabling all children to make the best progress in their academic, sporting, musical and aesthetic experience.
- You will be passionate about continuing to further grow our expectations of high performance and outstanding pastoral care.

If you would like to contribute to our school, then we would love to hear from you!



We have a range of strategies to help our pupils achieve success at whatever point they join us in their educational journey. They are:

- The strong ethos of the school.
- The opportunities provided through an 'all-through' approach.
- The provision of exceptional age-related pastoral care.
- Our extended day and Enrichment Programme

Such strategies have been evidenced through a range of recent national studies as having maximum impact on the motivation, self-esteem, and attainment of those pupils at greatest disadvantage.

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

We build an aspirational culture through our senior mandatory and balanced co-curricular programme. Including:

- Combined Cadet Force (CCF) for all.
- Access to Excellence through the Elite Swimming Academy.
  - Sports.
  - Performing arts.
- Cultural, aesthetic, and intellectual development.

This encourages our pupils to become confident, resilient, caring, and enterprising individuals. Yet at the same time, they are trained to operate as leaders, mentors, and members of a team in the widest sense.



**Our Boarding dimension helps us to:**

- **Enrich to our school and local community.**
- **Support our fundamental ethos of 'wrap around care' (which includes our 'day boarding', offering additional enrichment, targeted support and intervention, and supervised study sessions).**
- **This has also strengthened our care of children who attract Pupil Premium, Children who are Looked After (CLA) and any child experiencing a temporary difficulty in home circumstances because we have an on-going flexibility in supporting those most disadvantaged to succeed.**



**This leads to:**

- **Working constructively with the Local Authority in Wolverhampton, and more widely with Sandwell and Dudley in supporting CLA and pupils with a Statement of Need/SEND.**
- **Developing our role in broadening local choice and diversity, and simultaneously raising aspirations and outcomes.**
  - **Being able to address the urgent demand for more local pupil places, at both primary and secondary.**
- **Being able to provide a supportive community for vulnerable pupils, including, as recently requested, unaccompanied refugee children who would benefit from the boarding environment we offer.**
- **Being able to empower our pupils to grow, successfully challenge stereotypical assumptions and exceed their expectations within a nurturing, inclusive and culturally diverse community.**



# Job Description:

<b>Job Title:</b>	Senior School Teaching Assistant
<b>Accountable to:</b>	SENCo
<b>Terms of employment:</b>	Permanent/Full time /Term time only plus INSET Days
<b>Start Date:</b>	ASAP

## Purpose of the role

- To provide the highest quality of education, care and preparation for life for all students in the school.
  - To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
  - To model the school's vision and values through implementation of agreed policy, practices and procedures.
  - To work closely with teaching staff to promote effective working to improve learning and teaching and raise achievement for all students.
  - To motivate staff and pupils.
- To maintain The Royal School's high academic and wellbeing expectations.

## Main core duties (in addition to teacher job description):

### Main Responsibilities

- Support children at both ends of the academic spectrum both individually and in micro groups.
- Supply classroom support in lessons as required by class teachers.
- Liaise with SENCO provide SEN support as required.
- Keep and update all records of pupils, including folders of work, lesson records.
- Liaise with SENCO, parents and form tutors and attend consultations as required.
- Maintain a working knowledge of relevant research and changes in National Curriculum.
- Promoting and safeguarding the welfare of children and young people for whom you are responsible and with whom you come into contact in school.

**Main core duties cont. (in addition to teacher job description):**

- To be a pastoral focus for all children and to develop and run initiatives for pastoral and academic well-being including anti-bullying and good behaviour strategies.
- To liaise with outside agencies where necessary, pertaining to the well-being and academic progress of the pupils.
- To attend individual and whole school INSET as required.
- Undertake such duties as required by the school to maintain the cohesive nature of the institution; including break, lunch and after school duties.
- To lead activities and learning opportunities for children receiving before and after school care.
- To support the school in all areas, including Prize Days and Open Days, Concerts and School Trips.

**General Duties**

To adhere to the policies and procedures of the Royal School.

To share in the corporate responsibility for the development and well-being of all students.

To share in the corporate responsibility for the development of E Learning, the innovative use of ICT and Enterprise activities as laid out in the Vision for the School.

Make a positive contribution to the wider life and ethos of the school;

Demonstrate consistently the positive attitudes, values and behaviour which are expected within the School community based on mutual respect between students and staff

To take reasonable care of one's own health and safety and that of others and inform the Estates Manager of any concerns with regard to health and safety

Undertake such duties as may from time to time be reasonably assigned by the Principal.

**Ethos**

Promoting the ethos of the School, as expressed in the mission and vision statements, is a shared responsibility to which teaching staff make a significant contribution.

# Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE	SPECIFICATION	ESSENTIAL	DESIRABLE
Education/ Training	<ul style="list-style-type: none"> <li>· A suitable qualification in childcare.</li> </ul>	<ul style="list-style-type: none"> <li>· First aid training</li> <li>· Safeguarding training</li> </ul>	Skills and Qualities	<ul style="list-style-type: none"> <li>· The ability to work with young children</li> <li>· The ability to administer and update pupils' records.</li> <li>· The communication skills needed to work cooperatively with SENCO and Head of Primary School.</li> <li>· Ability to act on initiative to provide Provision map support and targets.</li> <li>· Ability to liaise with and inspire confidence in colleagues and parents.</li> </ul>	<ul style="list-style-type: none"> <li>· Creativity</li> <li>· Enthusiasm</li> <li>· Patience</li> <li>· Commitment</li> <li>· Ambition</li> </ul> <p>Team work</p> 
Experience	<ul style="list-style-type: none"> <li>· Experience with working with KS4 age group</li> <li>· Placement in similar settings.</li> </ul> <p>Experience of children with SEND needs, learning disorders and other challenges to learning.</p>	<p>Experience of working with children from at least two different settings.</p>			

# Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE	SPECIFICATION	ESSENTIAL	DESIRABLE
<p><b>Professional Knowledge and Understanding</b></p>	<p>·A detailed knowledge of the KS4 curriculum</p> <p>A knowledge and understanding of obstacles to learning and the strategies involved in overcoming these.</p>	<p>Considered engagement with developments in learning</p> 	<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>· Motivation to work with children and young people</li> <li>· Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>· Emotional resilience in working with challenging behaviours</li> <li>· Positive attitude to use of authority and maintaining discipline</li> <li>· A professional approach to work, working relationships, conduct and dress.</li> </ul> <p>Flexibility, e.g. working across key stages and subject areas</p>	<p><b>Versatility</b></p> <p>A warm and kind disposition and the ability to work well with others.</p>

# Benefits Of Working At The Royal

The Royal School offers significant benefits for its staff:

- Regular CPD programme and investment in training
- Access to NPQ programmes
- Staff laptop
- Cycle to work scheme
- Free meal provided when taken in the dining room
- Free tea and coffee provided
- Opportunities for you and your family to attend boarding activities e.g. parties, Alton Towers, visits to cities and museums
- Two additional weeks holiday compared to many schools (one week prior to Christmas, one week early in the summer)

The school's distinctive ethos and culture where a truly holistic view of the personal development of the child is central to all that we do. The wider 'enrichment' programme at this all-through 4-19 boarding and day school is essential and helps develop confident pupils well equipped for life beyond the school. All staff contribute to this extensive programme with their personal interests and to join in with existing activities.

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# Application process

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## The Royal School Wolverhampton



Closing date	Friday 19th May (Midday)
Tours	Available upon request
Enquiries	Please contact Linda Callaway lcallaway@theroyal.school





**The Royal School Wolverhampton**

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