



Application Pack

Special Educational Needs Teacher
Maternity Cover
MPS/UPS

WALKDEN HIGH SCHOOL

YEAR 11 V STAFF 2018



CHARITY WALK 2018



SPORTS DAY



TRIPS



ITALY

NEW YORK

PARIS

Villa Real

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Welcome from the Head Teacher

Do you have a passion for education and a desire to help young people achieve in all aspects of their lives?

Do you have the ability to deliver high quality, interesting and engaging lessons?

Do you want to be part of a school that is working relentlessly to improve standards and deliver the high examination results our pupils are capable of?

If so, you will want to join our vibrant community. We are proud of delivering an academic curriculum in a comprehensive setting. You will find our school calm and purposeful and like all who visit the school, you will comment on how wonderful our pupils are, the positive team ethos amongst staff and how welcoming and friendly our school is.

We are dedicated to creating Walkden STARS – young people who are Sensible, Thoughtful, Ambitious, Respectful and Supportive. These are qualities everyone displays to inspire our students.

We are continually making improvements to our school – always looking for ways to improve the experience of our pupils. We are committed to improving outcomes for all, but especially our most able and disadvantaged pupils.

If you want to visit the school please come and see what we see every day – a wonderful school and vibrant community.

The successful candidate will be joining our school at a critical time as we lift our school to Good and beyond.

I hope you can see yourself here at Walkden – this is an amazing school with a fantastic future.



SIMON LENNOX
HEADTEACHER

We are an Academic Comprehensive ...
... dedicated to creating Walkden STARS

Sensible, Thoughtful, Ambitious, Respectful, Supportive

What makes our school amazing?

- We love recognising our pupils' successes – we use our Stars & Stripes system to reward those pupils who repeatedly do the right thing.
- Our pupils' behaviour is fantastic. We have lovely, engaged pupils who are very capable and want to learn.
- Our pupils have amazingly supportive parents who will back you up with learning and behaviour.
- We broaden our pupils' horizons with a wide range of trips. Last year our pupils visited the following (to name a few):-
 - Los Angeles (Media Studies trip)
 - Sorento, Italy (Ancient History trip)
 - Villa Real (Football Tour)
 - New York (Business & ICT trip)
 - Montgenvre, France (Ski trip)
 - Chateau du Broutel (Y7 French trip)
- **Our pupils give so much back to their community**
 - Our pupils put on a vast array of expressive and creative arts shows and exhibitions, for example: Annie this year, Wizard of Oz last year, Express Yourself Showcase, Oscars Night and Creative Showcase & Careers Exhibition.
 - Our pupils complete the Duke of Edinburgh Award and volunteer in our local community.
 - Our pupils raise huge amounts every year for a whole school charity (£3,860 last year for Teenage Cancer Trust) and support a wide variety of other charities.
 - Our pupils participate in and win most of the wide range of sporting activities offered; girls & boys football & rugby, netball, basketball, athletics and cricket.
 - Our pupils are dedicated to our inclusive community, including a clear commitment to eradicating HBT language.
- **Our staff benefit from**
 - A strong Well-Being group who have been instrumental in the school achieving Investors In People Gold Status.
 - Refreshments each morning – tea, coffee, drinking chocolate and lots of toast.
 - Childcare, Computer and cycle to Work Voucher Schemes.
 - Secure on site parking
 - Excellent access to career development programmes.

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General School Information

Exam Results

	Basics (C+/4+ En & Ma)	English C+/4+	Maths C+/4+
2017	62	78	68
2016	60	81	62
2015	63	76	72

Our school is divided into zones of which there are six:

Core – English

Core – Maths

Discovery – Science, ICT, Business Studies & Computing

Expression – Media Studies, PE, Music, Drama & Dance

Creative – Design Technology and Art & Design

Global – Humanities and MFL

Zone Information (MLD UNIT)

We currently have 14% of students on our SEND register. We employ over 20 teaching assistants across the school who either work with students with EHCPs across all subjects, provide more specialist support in a particular curriculum area, or support students in our enhanced resources provision for students with MLD.

Support in place for our SEND students includes the following:

- Detailed information for all staff to support the provision of quality first teaching
- Differentiation training and advice booklets for all staff
- 1:1 support from a teaching assistant in the lesson
- 1:1 withdrawal support from a teaching assistant
- Small group support in lessons and out of lessons
- Nurture provision during unstructured times of the school day for vulnerable students
- Catch up sessions in English and Maths for identified year 7 and 8 students
- Reading, spelling, handwriting, organisation and Maths intervention for identified students
- More personalised intervention programmes for identified students in the Hive
- Social and communication and friendship groups for identified students
- Speech and language therapy from the local authority service
- Advice, training and guidance from ASD specialist and Educational Psychologist
- Individual education plans for statemented and some school action plus students
- Access arrangements for year 10 and 11 students requiring support in examinations
- In house reading, dyslexia and dyscalculia testing

THE HIVE (MLD) PROVISION AT WALKDEN HIGH SCHOOL

The Hive is an Enhanced Resource Provision for students with Moderate Learning Difficulties. We play a vital role in Salford's vision for developing provision for students with SEND and improving options and outcomes for all students. We have 7 students in each Year who are referred to us through Salford's SEND team. These students require specialist support which may not normally be available in other mainstream schools. The Hive plays a significant role in extending inclusion of Salford students with SEN in mainstream schools. We have recently been awarded the Dyslexia Friendly School award.

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STUDENTS - Have statements for Moderate Learning Difficulties, although a number are more complex, including SEMH and communication and interaction difficulties. Current English levels range from below Year 2 working at Year 5 and Maths levels from below Year 2 to below Year 6.

STAFFING - Our current staffing setup includes an Assistant Headteacher Pastoral and SENCO, A Zone Leader (Teacher), Class Teacher, 3 HLTAs, 1 part time Learning Mentor and 7 Teaching Assistants.

CURRICULUM - Maths, English, Humanities, PHSE and MFL all taught in the Hive in highly differentiated small groups. For all other subjects, students attend mainstream classes in groups of 1, 2 or 3 with support. Intervention sessions run throughout the week, in the mornings and in withdrawal from Maths, English and Humanities lessons. These include reading, spelling, handwriting, social skills, extended writing, speech and language programmes and times tables. ICT is used to support intervention (software and web-based programmes).

PROGRESS - Students have all been base line assessed and we use a regular assessment monitoring system in school. English and Maths work which is highly differentiated, is APP assessed, and we are just starting to use the B-Squared assessment tool for fine grading sub levels.

MAINSTREAM INTEGRATION - We aim to provide as many opportunities, both socially and academically, as possible for students to mix with and share experiences and learning with the mainstream students. Where possible and appropriate, some students are able to access mainstream lessons in Maths or English.

ENRICHMENT - Part of the underlying ethos of the Hive is to teach life skills through a varied enrichment programme which will develop as students move up the school. This has included Cake making and decorating, healthy eating, personal safety afternoons with youth workers, team building, educational visits in the local area and further afield, money practice, orienteering, origami and organising social events.

WORK WITH AGENCIES - We work closely with a wide variety of professionals to support our students' needs, including Speech and Language Therapists, ASD specialists, physiotherapists, CAMHS workers, Educational psychologists, Youth Workers, Parent partnership, SEN caseworkers. We also work closely with primary schools to support the transition of our students.

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Walkden High School Job Advertisement



Walkden High School

Headteacher : Mr S.D. Lennox BSc (Hons), PGCE, NPQH
11-16 Mixed Comprehensive - NOR 1350

IN Salford

Teacher of Special Educational Needs

Fixed Term Maternity Cover – Full time.

Required for November 2018

MPS/UPS

We are a mainstream school looking to appoint a teacher for our specialist MLD provision to cover the maternity leave of the current post-holder. This position would suit an outstanding primary or secondary school teacher with a good knowledge of core curriculum subjects and an interest and experience with SEN pupils. Equally it would suit an SEN specialist teacher looking for a challenge in a mainstream setting.

Walkden High School is a wonderful community; brilliant, able, hard-working students, committed staff, and amazingly supportive parents. We are proud to provide an academic education within a comprehensive setting. We are passionate about caring for our students and in doing so we aim for the STARS: Sensible, Thoughtful, Ambitious, Respectful & Supportive – qualities you will display to inspire our students.

You will work with statemented MLD Students in Years 7-11 who are well supported by our SENCo and a team of dedicated Teaching Assistants. You will have excellent communication skills and be approachable whether dealing with learners, parents or colleagues. Just as importantly, you will need to share our passion and vision of helping every learner achieve their full potential.

In 2017 62% of our students gained 4+ in both English & Maths. In History 50% gained A*-C and 20% achieved A*-A. This is an exciting time to join us at Walkden and to become part of a team of staff who are dedicated to improving these results further.

If you have the passion to positively contribute to our ethos and have the drive to make a difference for our students, then we would like to hear from you.

This school is committed to safe-guarding and promoting the well-being of children.
The post is subject to enhanced disclosure & barring check.

Due to the high volume of applications we receive at Walkden High School we regret that we are unable to reply individually to each application. Applicants who have therefore not heard from us must therefore assume they have not been shortlisted for interview.

To apply:

If you feel you have the relevant experience or appropriate skills to strengthen an already excellent team, please apply. Application forms are available from TES on-line, the School website www.walkden.uk.com, or by e-mail to Wilford.m@walkdenhigh.co.uk

Electronic applications are preferred to Wilford.m@walkdenhigh.co.uk

Postal applications returned to Pat Wilford, Walkden High School, 211 Old Clough Lane, Walkden M28 7JB

Deadline for application to be returned: 9.00am on Friday 14th September 2018.

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WALKDEN HIGH SCHOOL JOB DESCRIPTION

Name of Post Holder :

Post Title :

TEACHER

Post Purpose:

To lead the education and personal development of children in your care

Reporting to:

Headteacher/Head of Zone

Liaising with:

Headteacher, Senior Leadership Team, teachers and support staff, LA representatives, external agencies and parents

Working time:

Full Time,

Salary/Grade:

Classrooms teachers' pay scale

Disclosure Level:

Enhanced Disclosure & Barring Check

Purpose of Post

To take a lead role in the development of Walkden High School's Designated Specialist Provision for students with MLD which opened in September 2013.

Main Purpose

To take on the specific responsibility of leading teaching and learning within the provision, specifically to year groups of a maximum of 7 students statemented for MLD, liaising with the SENCo, Zone Leaders, Deputy Head (progress), the Learning Support team and external professionals to help support the needs of students. The role also involves establishing and maintaining appropriate links with parents and carers in supporting the needs of the students, and directing and monitoring the work of a team of teaching assistants who work with students in the provision.

- This is a teaching post; as such the post holder will perform those duties set out in section 12 of the School Teacher's Pay and Conditions Document 2004 and any subsequent amendments or revisions of the document.

Main Responsibilities

- To be responsible for the education and welfare of all MLD students both in the provision and when accessing mainstream lesson within the school.
- To monitor the progress made by all students based in the provision by setting objectives and targets, leading the evaluation of the effectiveness of teaching and learning, and using the analysis to guide further improvement.
- To develop teaching and learning for students with MLD in both the provision and in the mainstream school.
- To work with a range of agencies to ensure all students have access to a broad, balanced and relevant curriculum, which prepares them for the opportunities, responsibilities and experiences of adult life.
- To collect, interpret and share specialist assessment data gathered on students with MLD, and use it both to monitor progress towards targets and to inform practice.
- Identify and develop study skills to support MLD students in their ability to work independently and to learn more effectively.
- Perform other relevant duties as may be reasonably assigned by the SENCo or Headteacher.

Teaching and Learning

- To plan and deliver high quality, innovative and personalised schemes of work in core subjects, Humanities and social and emotional development.
- To plan and monitor the delivery of literacy and numeracy interventions to small groups or 1:1.
- To deliver specific interventions such as social skills groups and personal development work.
- To promote high standards of behaviour within class and assist in maintaining high standards of behaviour throughout the school in accordance with the school policy.

General Duties

- To plan and prepare lessons, teach students as assigned, including the setting and marking of class work and homework.
- To deliver work compatible with P levels, Key Stage 2 and Key Stage 3 of the National Curriculum in all of its aspects, subject to the policy of the school.
- To assess, record and report on the progress and attainment of students.
- To fully engage in systems that are put in place in order to track students progress and address underachievement.
- To provide or contribute oral or written assessments, reports and references as required for individual students.
- To select and prepare students for appropriate public examinations and to participate in all necessary routines associated with them, whether authorised by the school or the examination boards.

Performance Management and CPD

- To participate fully in the statutory requirements for Performance Management / Appraisal including targets to improve student progress, classroom observations and review meetings within the agreed school policy and national guidelines.
- To commit to further professional development through attending meetings, courses and undertaking relevant reading.
- To support the SENCo to provide or co-ordinate the professional development of staff to increase their effectiveness in responding to students with MLD, and provide support for all teachers as necessary.
- To attend staff meetings and staff training days / sessions as directed.
- To assist in the planning of training and support to all staff within the school on the specific needs of students with an MLD and general MLD awareness.

Partnership Working

- To attend parents' evenings and ensure parents are informed about their child's progress, and supported to develop their understanding and knowledge of MLD in order to meet their child's needs.
- To support the SENCo in providing regular information to the Headteacher and the Governing Body.
- To promote effective partnerships between the school, parents and external agencies by sharing information about student progress, targets and achievement.
- To manage effective partnerships with external agencies including SALT and EP.
- To develop good liaison between schools to ensure that there is continuity in terms of support and progression in learning, when students with MLD transfer between schools. This includes developing a clear transition plan.
- To facilitate smooth transition at all stages (KS2 – post 16) for all students accessing the provision.
- To develop effective liaison with external agencies in order to provide maximum support for students accessing the provision

Managing Resources

- To support the SENCo in maintaining and developing resources, coordinating their deployment and monitoring their effectiveness in meeting the objectives of school and SEN policies.

Whole School Responsibilities

- To promote positive student behaviour within the department and around the school in general. To confront negative student behaviour and take appropriate steps to deal with it.
- To ensure the school's health and safety policy is properly applied in the department and in other areas of the school where the post holder works.
- To promote and act in accordance with the school's equal opportunities policy.
- To contribute towards the preparation and staffing of open evenings as required.

The above list of duties is neither comprehensive nor exhaustive but outlines the general requirements of the post. Other duties may arise of a more general nature which are consistent with the job title and the salary attached to this post.

Signatures :

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.

This job description 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 in line with the school's changing needs.

Signed (Teacher) **Signed** (Headteacher)

Dated (Teacher) **Dated** (Headteacher)

WALKDEN HIGH SCHOOL PERSON SPECIFICATION



Job Title	Grade	Directorate	Location
Teacher of Special Educational Needs	MPS	Children's Services	Walkden High School Enhanced Resource Base
Notes to applicants: Whilst all criteria below are important, those under the Essential heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.			
Essential Criteria	Necessary requirements – qualification, experience, skills, knowledge etc		M.O.A
Experience	Qualified teacher status		C
	Successful teaching experience with SEN pupils in mainstream / Special Needs environment		AI
	Experience of working within national curriculum levels 1-3		AI
	Experience of successful curriculum planning across Key Stages		AI
	Experience of planning, assessing and tracking children and young people's progress		AI
Knowledge	Secure knowledge of the National Curriculum frameworks with emphasis in Maths and English		AI
	Detailed knowledge and understanding of teaching and learning strategies		I
	Clear understanding of progression and the needs of the individual child		IL
	Knowledge of the appropriate use of target setting in the classroom		IL
	Secure knowledge of Assessment for Learning strategies to support planning, teaching and assessment		L
Skills	Experience of using ICT for learning and teaching		IAL
	High quality teaching skills appropriate to mixed age classes		IAL
	Good classroom organisation including behavioural management		L
	Ability to inspire and motivate students		L
	Ability to plan appropriate and challenging learning objectives		IL
	Ability to monitor and assess student progress		IAL
Personal attributes	Ability to contribute to effective teamwork, including work with teaching assistants		IA
	Ability to relate well to students, parents / carers, colleagues and governors		L
	Ability to work hard in a positive constructive way		IA
	Enthusiasm for and enjoyment of teaching and learning		IA
	Commitment to professional development		IA
Desirable Criteria	Necessary requirements – qualification, experience, skills, knowledge etc		*M.O. A
	Experience of successfully working with a range of agencies to support individual needs		AI
	Post graduate or appropriate further qualification in a specialist area of SEN to Diploma Level or higher		IA
	Knowledge of both KS2 and KS3 curriculum		
	Experience in using B squared		I
	Familiarity with standard tests for numeracy and literacy		I
	Experience of working with MLD and Speech and Language pupils		IA
	Knowledge of alternative curricula and qualifications appropriate for students with MLD		I



ENHANCED DISCLOSURE

Thank you for your interest in this position at Walkden High School. The post you are applying for involves working with young people. It is therefore exempt from the Rehabilitation of Offenders Act and any offer of employment will be subject to an Enhanced Disclosure.

As this post is exempt from the Rehabilitation of Offenders Act, you must declare any convictions, including pending convictions, cautions, reprimands and warning which would otherwise be regarded as 'spent' under this Act. Further details will be sought prior to appointment.

An Enhanced Disclosure is carried out by the Disclosure & Barring Service and will check criminal records for information on any convictions, cautions, reprimands and warnings held on the Police National Computer and on local Police records.

All information on criminal records provided both by you and within the Enhanced Disclosure will be used, stored and disposed of in confidence and in line with the Code of Practice of Disclosure Information.

If your application is successful, you will receive further information on how to complete the Enhanced Disclosure.



Walkden High School

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e: info.walkden@salford.gov.uk
w: www.walkden.uk.com



At Walkden High School we encourage pupils to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

