



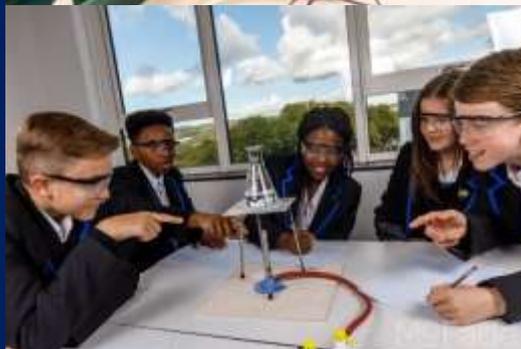
Whitcliffe Mount School

Enjoy • Achieve • Celebrate



Temporary Educational Teaching Assistant Candidate Information Pack







Whitcliffe Mount School

Enjoy • Achieve • Celebrate

Headteacher: Miss Jennifer Templar



“This school continues to be good” - Ofsted September 2017

Dear Candidate,

I am delighted that you are considering joining us as temporary Educational Teaching Assistant at Whitcliffe Mount. We are proud of our track record of ensuring our students enjoy their time at school and achieve highly, so that we can celebrate their successes. We are a good and improving school and ensure that students enjoy, achieve and celebrate their time at Whitcliffe Mount. I joined the school as Headteacher in September 2013 and I can honestly say it is a fantastic place to work – staff and students have made me feel extremely welcome!

In December 2013 we were visited by OFSTED who judged us as being good across the board. In September 2017 they revisited and confirmed that “Whitcliffe Mount continues to be good”. The Ofsted team spoke very highly of our students who were fantastic ambassadors for Whitcliffe Mount during the inspection and we were proud to receive feedback on our students’ excellent behaviour, their active participation in a range of school activities and clubs, the respect they show to others and the welcoming environment. Our students spoke openly with inspectors, explaining they felt safe and happy and that they were making good progress at Whitcliffe Mount. We have always celebrated our students’ talents and achievements both academically and socially, but it is nevertheless fantastic to have this endorsed by Ofsted.

Student achievement is rising rapidly in the school. We expect a high standard of achievement, behaviour, attendance, punctuality and appearance from all our students. We believe that Whitcliffe Mount provides the ideal environment for our students to reach their potential in all areas. We also promote excellence in terms of examination results. I am delighted that all our young people achieved a qualification in 2019, with 65% of students achieving the new basics at grade 4+ in English and Maths, alongside this, an amazing 21.4% of students achieved 3 7-9 grades or equivalent.

To ensure our staff are fully supported we have a comprehensive, personalised CPD programme and an excellent induction programme. We are also a strategic partner of the Green Light Teaching School Alliance which offers opportunities for cross school working and further professional development opportunities.

Whitcliffe Mount has a very strong tradition of extracurricular activities and curriculum support activities with particular strengths in both Sport and Performing Arts, where students develop confidence and independent learning skills. OFSTED said ‘The development of students’ social, moral, spiritual and cultural skills is a strength of the school. This is promoted through students’ participation in a wide range of school events, clubs, activities and trips that are timetabled to take place in every week of the school year.’

If you would like to apply for the post of temporary Educational Teaching Assistant at Whitcliffe Mount, please complete all the relevant sections of the Kirklees application form. A CV is not required. You should also enclose a letter of application (no longer than two sides) which briefly summarises what particular experience, skills and abilities you can bring to this post and why you would be like to join us on our journey at Whitcliffe Mount.

The deadline for receipt of applications is **Monday 18th January 2021 at 12.00 noon**. Completed applications should be returned by email to recruitment@whitcliffemount.co.uk or by post to Mrs C Clough, Headteacher’s PA.

We look forward to hearing from you.

Yours sincerely,

Jennifer Templar
Headteacher



Background information

Whitcliffe Mount School is an 11-16 oversubscribed comprehensive school with over 1250 on roll. The school is located on a pleasant green-field site on the outskirts of Cleckheaton, a medium-sized town which provides a wide range of reasonably priced housing. Junction 26 of the M62 (Chain Bar) is only one mile away and communications are good. The school is within easy reach of Leeds, Bradford and Huddersfield (all within 30 minutes travelling time) whilst Manchester, the Pennines, Yorkshire Dales and a wide range of countryside can all be reached easily.

The Student Support Team in the school is built around the child. The students are all a member of a form group organised by Year group. Alongside this, the school House system is organised in 5 sections which are grouped vertically through the school and add a competitive element to school life and provide a clear sense of belonging to a specific house.

The school's ethos is based upon a view that all students and staff should ENJOY, ACHIEVE & CELEBRATE at Whitcliffe Mount. We are committed to raising standards of student achievement, but in an environment which sees education as an exciting and enjoyable activity.

We actively encourage young people to develop a range of skills including teamwork, creativity, positive thinking, independence and reflective skills both within the curriculum and in our 'We Are Whitcliffe' and House Activity events. Alongside this we ensure our students develop confidence and responsibility promoting a love of learning and are ready for the wider world of education and work when they leave school.

In September 2017, Whitcliffe Mount moved into a brand new school, built under the Priority Schools Building Project. Students and staff have been delighted with the brand new facilities.

Benefits of working at Whitcliffe Mount School

We believe in looking after our team. We do that by providing a number of employee benefits including:

- An attractive pension scheme for both Teaching and Support Staff.
- As part of Whitcliffe Mount's wellbeing commitment to employees we hold wellbeing INSET days and disaggregated days to give time for you. We also offer staff 'fat burn' fitness classes and hold regular staff meditation sessions.
- Employee Healthcare are the in-house occupational health and wellbeing department providing a range of services to employees. They offer support to help you stay healthy, prevent illness and cope with difficult and challenging times. This includes access to in-house counselling services, Physiotherapy and HEAL.
- All staff get access to our Employee Assistance Line - Care First is an independent provider of confidential workplace support and offers a professional telephone counselling, information and advice service about a range of matters.
- My Staff Shop - the home of our employee benefits, offering discounts on everything from groceries and shopping through to holidays, insurance, days out, restaurants and more.

Please visit the school website for further information:

www.whitcliffemount.co.uk

SEN Faculty information for applicants

The Special Educational Needs and Disabilities Faculty supports students across all year groups and subjects so that they can access a broad and balanced curriculum. We believe that students should be in lessons learning and educational teaching assistants (ETAs) provide valuable support so that students are ready for the day and ready to learn.

The faculty consists of 13 ETAs and is led by a Senior Faculty ETA and the SENDCo. At Key Stage 4 there is a supportive curriculum path which is taught by an SEN teacher. In other faculties there are Faculty ETAs who work in their specialist fields to provide curriculum support.

SEND ETAs provide both curriculum and wellbeing support for students and there is an ETA led 'Achieve' group for all year groups which supports students with their social and emotional wellbeing. SEND ETAs are allocated to support individuals and groups in lessons but they are also essential for providing 1:1 and group interventions to some students such as speech and language activities and social use of language programmes.

Curriculum Structure 2020-21

Director of Learning English	Director of Learning Maths/ Computing	Director of Learning Science	Director of Learning ADT	Director of Learning Humanities	Director of Learning SMSC	Director of Learning Performance	Director of Learning MFL	Director of Learning SENCO
Deputy Director of Learning Lead Practitioner	Deputy Director of Learning Lead Practitioner	Deputy Director of Learning Lead Practitioner	Deputy Director of Learning	Deputy Director of Learning Lead Practitioner Aspiring Lead Practitioner	Deputy Director of Learning Careers Lead	Deputy Director of Learning		
KS3	KS3	KS3	KS3	KS3	KS3	KS3	KS3	KS3
English Skills – Step up to English	Maths Computing	Biology Chemistry Physics	Technology Art	History Geography	Pace RS Y7/8	Music PE Drama Y8/9	French Spanish	Skills SEND Inspire Interventions
KS4	KS4	KS4	KS4	KS4	KS4	KS4	KS4	KS4
English Literature English Language Step up to English	Maths Statistics/Further Maths ICT/Computing	Trilogy Biology Chemistry Physics	Art Engineering Food 3D Product Textiles	History Geography	RS HSC Business PACE/RS	PE Music/Audio Performing Arts Drama Sport Science	French Spanish	Princes Trust Step-Up SEND
Faculty HLTA/ETA								
1 x HLTA 1 x FETA	1 x HLTA	2 x FETA		2 x FETA	1 x FETA	2 x FETA	1 x FETA	1 x FETA
Technicians								
LRC Manager		2 x Technician	3 x Technician					



Whitcliffe Mount School Improvement Plan September 2020 – July 2021



Our Vision

We are on a journey from 'good to great' and our core principles to underpin this are:

'Students to be the best they can be'

Each student, regardless of ability, background or prior behaviour record, has the right to an outstanding education, care, guidance and support.

'Staff to be the best that they can be'

Each member of staff, regardless of position or experience, is a critical player on our journey and needs to be recognised and valued as such.

Our Ethos

The school's ethos is based upon a view that all students and staff enjoy, achieve and celebrate at Whitcliffe Mount.

This ethos encompasses everything we do.

We Are Whitcliffe

We actively encourage our students to develop our 'We Are Whitcliffe' skills and House Activity events

Reflective Learner

Team Worker

Responsible Citizen

Independent Thinker

Creative Entrepreneur

We are committed to

Quality of Education

- Constructing an engaging and ambitious curriculum, that is successfully reviewed and adjusted to meet the needs of all students.
- Consistent, high quality teaching, learning and assessment that helps all students to improve and develop their knowledge and skills across the curriculum.
- Teachers help students to know more and to remember more.
- CPD is meaningful and timely and challenges staff to consistently be the best they can be.
- A five-year curriculum that ensures students make good progress, builds on prior knowledge, and prepares all students to be KS4 and future ready.
- Form time is productive and valuable, and models quality first teaching. It forms an essential part of student's wider curriculum and broader development.

High expectations at all levels

- Communicating and applying high expectations and high ambition of all students at all times. Low level disruption or opting out is not tolerated.
- Expectations remain consistently high for all cohorts of students, particularly disadvantaged and SEND.
- To ensure consistent application of the Rewards and Behaviour Policy that is understood by all.
- To ensure all students have a thirst for education which results in excellent attendance, punctuality and conduct. All students feel well supported and safe in school.
- Deliver outstanding and consistent business support which underpins and enables the school to succeed.

As part of meeting these goals we need to ensure consistency (including professionally challenging and supporting each other). This leads to great progress and outcomes for all our students.

KIRKLEES COUNCIL

J O B D E S C R I P T I O N

SECTION: ALL SCHOOLS MODEL – ETA

JOB TITLE: EDUCATIONAL TEACHING ASSISTANT

GRADE: 6 (SCP 7-11)

PURPOSE OF JOB

To work under the guidance of teaching/senior staff to implement and oversee agreed work programmes with individuals/groups, in or out of classroom. This could include those requiring detailed and specialist knowledge in particular areas and will involve assisting the teacher in the whole planning cycle and the management/preparation of resources.

KEY AREAS

1. Teaching Support
2. Pupil Support
3. Curriculum Activities
4. General

DUTIES AND RESPONSIBILITIES

1. Teaching Support

- 1.1 To undertake duties in accordance with school practices and procedures, ensuring the job holder actively upholds and promotes the philosophies of the school.
- 1.2 To work under the guidance of the class teacher/line manager to plan and monitor pupils learning. Ensuring the progress is clearly recorded in the relevant systems and relates to the learning objectives/goals for pupils.
- 1.3 As appropriate to assist with the induction and mentoring of new staff within the remit of the role.
- 1.4 Under the guidance of the teacher provide one to one support to pupils or working with groups of pupils on pre-planned activities, to reinforce the teachers approach.

- 1.5 To assist where required in the planning of learning activities.
- 1.6 Under the guidance of the teacher ensure equipment or materials are suitable for the learning activities. Prepare materials and teaching aids where necessary.
- 1.7 Under the guidance of the teacher work with individuals or groups of pupils in accessing school library and in the use of ICT and other relevant resources to support learning.
- 1.8 To participate in and assist in supervision of educational visits, in conjunction with the teacher/line manager.
- 1.9 Promote good behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.

2. Pupil Support

- 2.1 Provide support and guidance on a one to one basis or to teams of pupils in their core skills and curriculum needs as per school policies/practices.
- 2.2 To actively encourage the inclusion of all pupils to participate in the life and activities of the school and access the national curriculum to the best of their ability.
- 2.3 To provide individual assistance or assistance within groups through implementing behaviour plans, Individual Education Plans and teaching strategies etc, to maximise their achievements.
- 2.4 As required, to deal with pupils who require intervention.
- 2.5 As required, to deal with the personal care and comfort and necessary minor medical treatments of pupils, i.e. toileting and intimate care issues (as per school guidance and direction).
- 2.6 To contribute to plans, reviews and evaluations of pupils by writing reports on pupils' progress and attendance at meetings.
- 2.7 To provide lunchtime cover as required.
- 2.8 As required by the school to assist under the direction of the school nurse and/or physiotherapist in medically related issues eg. administer medication-dosage already drawn up by the nurse, gastrostomy feeding and preparing to care for children requiring other medication administered and Physiotherapy treatment.

3. Curriculum Activities

- 3.1 To maintain stock of resources, ordering new replacements as agreed with colleagues, to support the work across the team in its delivery of service.
- 3.2 To contribute in the presentation of pupils' work and maintenance of display areas.
- 3.3 To assist with the preparation and tidying of the classroom and upkeep of resources.
- 3.4 To attend and contribute to duty related meetings as required.
- 3.5 To assist in the planning and implementation of structured and agreed learning activities/teaching programmes.

4. General

4.1 As part of your wider duties and responsibilities you are required to promote and actively support the Council's responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting them from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. Safeguarding relates to everyone who may be vulnerable, not just the very old and the very young. Please refer to the Employment page, 'More about working for Kirklees Council' on the Kirklees website. Please click [here](#) to read our safeguarding policy.

Alternatively go to: <https://jobs.kirklees.gov.uk/GenText.aspx?page=page1>

Carry out your duties with due regard to current and future School's/LA's policies, procedures and relevant legislation. These will be drawn to your attention in your appointment letter, your statement of particulars, induction, ongoing performance development and through School communications.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post.

RESPONSIBLE TO: **Head Teacher/Class Teacher/Senior Educational Teaching Assistant**
(School to indicate)

RESPONSIBLE FOR: **None**

JD Reference No	SS/ETA06
JD Prepared / Amended	OCT 2009
Refers to Estab(s)	



Educational Teaching Assistant Employee Specification

Relevant Experience	Essential	Desirable	Assessment
Experience of working with children/young people in a school environment	✓		A/I
Experience of assisting class teacher in delivering the curriculum		✓	A/I
Qualifications	Essential	Desirable	Assessment
Educated to GCSE level or above (including Grade C or above in English and Maths).	✓		A/I
NVQ 3 for Teaching Assistants or equivalent qualifications (eg. Level 3 Diploma in Supporting Teaching and Learning in Schools) or experience		✓	A/I
Training in the relevant learning strategies e.g. literacy		✓	A/I
Special Knowledge and Skills			
Understanding of SEND Code of Practice		✓	A/I
Understanding of Child Development and Learning	✓		A/I
Understanding and commitment to the Local Authority's Equality and Diversity Policy and how this relates to the duties of the post	✓		A/I
Knowledge of the national curriculum applicable to the school		✓	A/I
Effective use of ICT to support learning		✓	A/I
Ability to assist the teacher in planning class activities		✓	I
Ability to communicate effectively with pupils and staff members		✓	A/I
Ability to relate to children/young people from diverse/social backgrounds	✓		I
Ability to work as a team member		✓	A/I
Ability to work with children exhibiting behavioural difficulties.		✓	A/I
Any additional factors			
Understanding of relevant policies/codes of practice and awareness of relevant legislation.	✓		A/I
Commitment to ongoing personal training and development	✓		A/I
Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.	✓		A/I
Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.	✓		A/I

- AF – Application Form
 I – Interview
 R – References



Whitcliffe Mount School
Headteacher - Jennifer Templar

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