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Outstanding
Provider



The Westminster
School *Safe, Happy and Learning Together*

www.thewestminsterschool.co.uk

ASC Lead Practitioner Application Pack



Sandwell
Metropolitan Borough Council

Welcome to The Westminster School

As Head Teacher of The Westminster School, I would like to extend a very warm welcome to you and thank you for your interest in our school. This is a very exciting time to join our innovative and dynamic school community.

The Westminster School is an Outstanding School in Rowley Regis which currently caters for 238 pupils aged 7 to 19 years with a wide range of special educational needs including Autism Spectrum Disorder, Global Development Delay and Moderate to Severe Learning Difficulties.

The Westminster School takes great pride in being able to deliver an innovative child-centred curriculum. The school's curriculum is focused around 6 holistic areas: My Communication, My Community, My Care and Independence, My Creativity, My Thinking, My Wellbeing. Traditionally the education system required the child needed to fit into the curriculum, at The Westminster School the curriculum wraps around the young person meeting them at the point of need. Our work on supported internships and supported apprenticeships for students with learning disabilities are at the forefront of national developments.

We are looking for exceptional candidates to join our growing school.

The post of ASC Lead Practitioner offers an exceptional opportunity for the right candidate to work as part of our flourishing and creative staff team. You will have the support of our highly skilled teaching and learning staff and a dedicated and committed governing board that considers continuing professional development for all staff an essential factor in achieving the best outcomes for all our young people

The deadline to submit your application is Wednesday 9 March 2022 at 12.00noon. Shortlisted candidates will be invited for a tour of the school and a half-day experience on Monday 14 March 2022. Formal interviews will be held on Wednesday 16 March 2022.

If you have any questions, please do not hesitate to contact Angie Gibson, Head's PA and HR Manager on 0121 561 6884.

I look forward to receiving your application

Oliver Flowers
Head Teacher



About The Westminster School

Our values are encompassed in our statement of Safe, Happy and Learning Together. Through this we seek to develop our values statement: Building foundations and providing opportunities to create confident, aspirational and independent members of our community.

Our most recent Ofsted Inspection in November 2017 recognised we were an Outstanding School. The report stated that our “leaders are fundamentally committed to improving the life chances of pupils with SEN and disabilities, both at The Westminster School and across the country.”

All of our young people are supported to reach their full potential with a level of independence, confidence and resilience according to their special needs in order that they have the ability to face the challenges of adult life.

All of our committed, enthusiastic staff are well qualified and highly skilled. This translates into an amazing working environment for both staff and pupils.

Ours is a happy school. As identified in our most recent Ofsted Inspection Report, “There is a lot of laughter and enjoyment in lessons and around the school.”

We have an exceptionally strong culture of safeguarding, and student welfare is one of our highest priorities.

The school moved to its new state-of-the-art purpose-built site in February 2011. Most ground floor classrooms have access to outside spaces.

Our on-site facilities include:

- Sports fields
- Multi-Use Games areas
- Theatre with Tiered Seating
- Forest School
- Activity Studio and Fully Equipped Gym
- Dedicated Sensory Rooms

Supporting our Staff

- We have a comprehensive CPD package aligned to individual professional needs and the strategic development priorities of the school.
- CPD is delivered through structured staff meetings, training days, twilight sessions with days off in lieu where appropriate.
- There are opportunities for professional career progression as the school continues to grow.
- Recruitment and Retention Incentives of up to £5,000 are available for high quality experienced candidates.
- The Senior Leadership Team have an ‘Open Door’ Policy – no concern is too small
- All employees benefit from the BHSF RISE Employee Assistance Programme. RISE is a revolutionary service offering employees personalised, on-demand advice and support from a breadth of expert mental health, financial and legal providers – a package of support unequalled within the employee welfare industry.
- The school community takes part in seasonal events such as Children’s Mental Health Week, Children in Need, Christmas Jumper Day, allowing staff and students to show their less serious side
- There are many opportunities for staff to get involved in the life of the school including Duke of Edinburgh Award, John Muir Award, residential and overseas trips
- Access to a range of discounts and special offers through Sandwell Rewards

ASC Lead Practitioner Job Description

A lead practitioner is a teacher who can demonstrate excellence in teaching and whose primary purpose is to:

- Model and lead improvement of teaching skills.
- Contribute to the formulation of the curriculum aims and policies under the leadership of the Senior Leadership Team to ensure that they are translated into action in the classroom.
- Secure continuous improvement leading to transformation in the teaching and learning, raising standards and producing the highest levels of student achievement.

This is role supporting the developments within the whole school. Working directly with the Senior Leadership Team as a driving force for teaching and learning. The Lead Practitioner would be expected to:

STRATEGIC

- Contribute regularly to the coordination, planning and delivery of high quality/ high impact CPD programmes
- Support the Deputy Head staff in the creation of support plans for staff
- Coordinate and lead the coaching programme for the school (with other lead practitioners)
- Ensure that T&L is high profile within the school
- Seek out opportunities for celebrating and sharing best practice in pedagogy within the school
- Coordinate and take a lead in show case lessons and peer observations across the school
- Keep abreast of current developments in teaching and learning and ensure that these are shared and embedded across the school where necessary
- Contribute to the development of programmes which enhance staff and student performance

OPERATIONAL

- Model excellence in day-to-day teaching
- Collaboratively establish and implement a vision for teaching and learning
- Day-to-Day:
 - Contribute to regular team meetings
 - Contribute to the direction of the wider school curriculum under the guidance and leadership
 - Engage in and encourage innovation
 - Implement and operate the school's Health and Safety policy
 - Work with subject staff to ensure the subject reflects the school's ethos and aims



ASC Lead Practitioner Job Description

TEACHING, LEARNING AND CURRICULUM

- To liaise with SLT to ensure the delivery of an appropriate, inclusive, high quality, innovative curriculum programme that is in line with the school's wider plans and enhances them
- To liaise with TLRs to ensure a coordinated approach to learning support for each student
- To constantly explore improvement, innovation and personalisation
- To keep up to date with national developments in the subject area including teaching methodologies
- Ensure effective targeted intervention systems
- Develop eLearning and work-related learning

STAFF

- Set expectations for staff and students, in the context of school policies, and help them to achieve those standards in relation to:
- Working practices and relationships with students, including the management of behaviour
- Working practices and relationships with staff, including team working and mutual support
- identify and respond to the professional learning needs of staff
- Provide support for new staff and trainee teachers
- Develop effective working relationships with SLT, other leaders and staff in the school
- Undertake performance management review(s), acting as a reviewer for staff
- Participate in recruitment and selection
- Act as a positive role model for staff on a day-to-day basis

COMMUNICATION

- To ensure effective collaboration with staff, parents and students
- To liaise and work with partner schools and other relevant external agencies
- Excite and engage visitors at Open Evenings, and other events

SCHOOL SELF-EVALUATION

- Support SLT in meeting the expectations described in school wide policies, including reporting procedures and deadlines

RESOURCES

- Set priorities for expenditure manage budgets in line with improvement plans
- Ensure the effective management of accommodation and learning resources including ICT
- Help deploy staff

OTHER SPECIFIC RESPONSIBILITIES

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- The post holder must at all times carry out his/her responsibilities with due regard to the Council's policy, organisation and arrangements for Health and Safety at Work.
- All staff within The Westminster School will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities of Children and Young People's Services. Any changes arising will take account of salary and status. They will also be subject to discussion with individuals or sections affected and with appropriate trades unions.
- "The Westminster School is committed to safeguarding and promoting the welfare of pupils and young people and expects all staff and volunteers to share this commitment."



ASC Lead Practitioner Personnel Specification

For this post, we will be looking for the following which will be identified through your application form, selection process and references:

A lead practitioner is a teacher who can demonstrate excellence in teaching and whose primary purpose is to model and lead improvement of teaching skills.

QUALIFICATIONS

- Degree in relevant subject
- QTS recognised teaching qualification
- Established and evidenced practice as an outstanding teacher over a prolonged period

TEACHING AND LEARNING

- Has outstanding knowledge of teaching and learning strategies.
- Has a very good understanding of a range of SEN and can adapt approaches to cater for this range of need.
- Team player.
- Committed to own training and professional development.
- Committed to Positive Behaviour Management.
- Willing to undertake further training and development.
- Working knowledge and understanding of a sensory curriculum.
- Proven ability to establish and maintain high quality planning and recording in line with School policy.
- Working knowledge of formative and summative assessment for pupils with ASD and complex needs

PERSONAL CIRCUMSTANCES

- The ability to commit to the working the contracted hours and yearly calendar of the school.
- Effective English skills both oral and written
- Excellent international skills.
- High aspirations and expectations for all
- Competent ICT users
- Ability to give and receive constructive feedback
- Flexible and adaptable
- Ability to prioritise and manage own workload.



ASC Lead Practitioner Personnel Specification

SKILLS AND ABILITIES

- Able to motivate students.
- To work with other staff in a team.
- Awareness of behavioural strategies
- Well-developed inter-personal skills.
- The ability to work under pressure and meet deadlines.
- Able to consistently demonstrate successful and creative teaching including an ability to deliver outstanding lessons
- Keen to try out new ideas
- Able to review, evaluate and learn from own classroom practice
- Able to establish effective working relationships with a variety of individuals and as part of a team

MANAGEMENT RESPONSIBILITY

- Able to manage significant responsibility that is not required of all classroom teachers
- Significant knowledge to focus on teaching and learning
- Knowledge of teacher's professional skills and judgement.
- Able to lead, manage and develop a subject area and student behaviour/development
- Able to evidence impact on the educational progress of students
- Expertise in leading, developing and enhancing the teaching practice of others.

PERSONAL STYLE AND BEHAVIOURS

- Patience, integrity & sensitivity
- Initiative and determination
- Reliability and consistency
- Adaptability and resilience
- Optimism, vision and creativity
- Sense of humour
- Able to develop good relationships with others by treating people with respect and leading by example

LEGAL REQUIREMENTS

- The successful applicant will be required to undertake an enhanced DBS check and other necessary checks by the Local Authority.

SICKNESS ABSENCE AND DISABILITY

- Candidates should have less than 3 absences in the last 6 months or not more than 6 days absence over the 6 months period prior to the closing date for the post. Any absences relating to a disability or any other incapacity will be viewed sympathetically and will be considered if fully explained. Should any candidate not meet this criteria and choose to include an explanation then this will be considered

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