

April 2025

RECRUITMENT INFORMATION PACK



Watling View School, Watling View, St Albans, AL1 2NU

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“Be Kind, Be Safe, Be Responsible, Be The Best You Can”

Welcome from the Head Teacher

Dear Applicant

Thank you for your interest in our vacancy.

Watling View School is a maintained special school in St Albans, Hertfordshire. The school caters for up to 109 pupils, from 2-19 years, with a wide range of complex and profound learning difficulties. These include severe autism, complex medical conditions, physical and mobility difficulties, as well as severe developmental delay.

We are passionate about our vision, which guides us in all that we do for our pupils.

"Watling View - Be kind, Be responsible, Be the Best You Can"

Please apply for the position using the Teach in Herts website by completing the online application via the yellow "Apply for this Job" button in the top right hand corner of the advert. Please ensure all fields are answered fully. CV's are not accepted.

Please note, all employment history must be covered on the application form and any gaps in employment must be explained.

Visits to the school are highly recommended and can be arranged by calling Jo Roberts, School Business Manager, on 01727 850560 #6.

I look forward to receiving your application.

Yours sincerely



Andy Scott, Head Teacher

Watling View Mission Statement, Pupil Vision and Values



Mission

Our mission at Watling View is to provide each and every pupil with personalised learning opportunities alongside broad and enriching learning experiences which enable all pupils to be happy, confident learners who are able to express themselves and be as independent as possible so each individual is prepared for their adult life and can be the best they can.



Vision

At Watling View, we strive to develop confident, independent individuals by providing inspirational learning opportunities which enable individuals to reach their full potential in their social, life, communication, independence both in school and in the wider community.

Watling View will provide pupils the opportunity to thrive and develop by

- Looking at each pupil as an individual learner and provide a curriculum that is rich in individual learning opportunities.
- Providing a safe, happy and nurturing environment.
- Providing opportunities that are fun, exciting and utilise on-site and off-site learning experiences.
- Providing a warm and welcome environment in which each individual is celebrated and recognised for who they are.
- Having a curriculum that is rich and stimulating with a breadth of learning experiences and opportunities that promote pupil communication and independence.

“Be Kind, Be Safe, Be Responsible, Be The Best You Can”

- Provide opportunities and teach pupils how to support their own emotional wellbeing.
- Working collaboratively with parents and professionals.

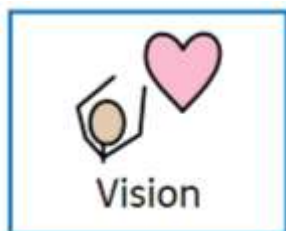


Values

The values we have for every member of the Watling View Community are:



Watling View Staff Vision and Achievement



Watling View will provide staff the opportunity to thrive and develop by:

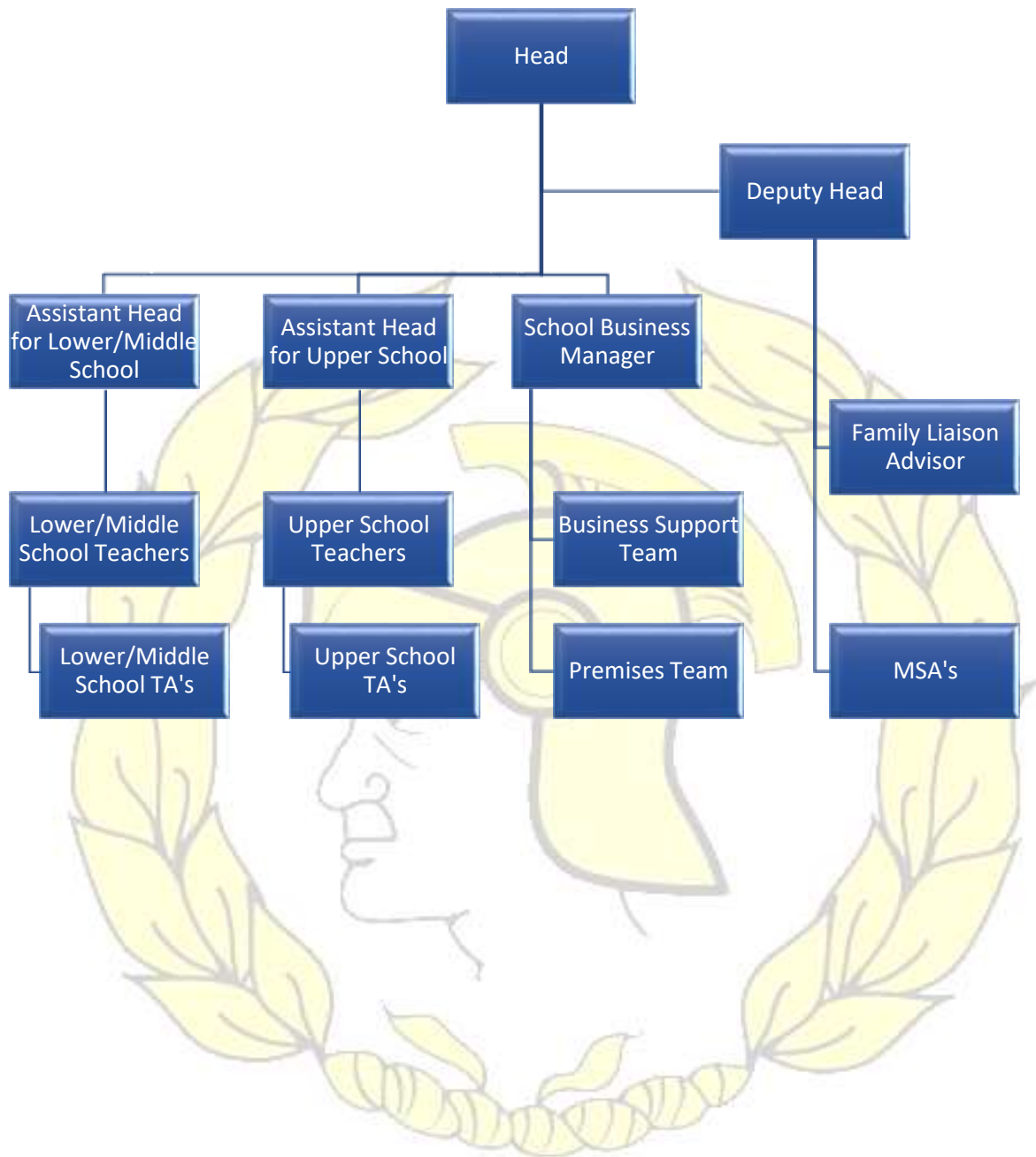
- Providing a variety of CPD which supports the continued learning and development of staff.
- Provide a safe, happy and nurturing environment.
- Hold open minded conversations with staff which support and promotes reflective thinking.
- Recognising and celebrating our diversity and uniqueness of each and every individual at Watling View.
- Listening to staff and provide opportunities for staff to try new ideas.
- Working collaboratively with all colleagues for the continued improvement of pupil outcomes.



To achieve our mission and vision staff will:

- Work together for the common goals of our pupils and school.
- Be focussed on the pupils.
- Have a can do attitude.
- Be a positive role model for the pupils and school.
- Treat each other with respect and value each other.
- Set high aspirations for our pupils.
- Treat each other with respect and value individuality and differences.
- Look to seek solutions to any problems positively and professionally.
- Celebrate the success of our pupils and each other.

Organisation Structure



Watling View Offer

We are very proud of our:

- Extraordinary pupils
- Innovative, dedicated staff
- Excellent support and encouragement from Governors and the Senior Leadership Team
- Varied and superb quality professional development (CPD)
- School community that continually strives to improve
- Ethos of focusing on positive learning behaviour and high expectations for all pupils and staff

We can offer you:



Up to 109 amazing children and young people



A warm, positive environment



A supportive team



A school that continuously seeks opportunities to improve



A new starter induction programme



Membership to Herts Rewards, our employee benefits scheme including discounts and cashback for high street shops and online shopping



Subscription to our comprehensive Healthcare and Wellbeing package



High quality, varied and ongoing professional development programme (CPD)



Extensive sick pay from the 1st day of absence

“Be Kind, Be Safe, Be Responsible, Be The Best You Can”



Generous pension provision



Cycle to Work salary sacrifice scheme



Clear annual calendar and timetables



Free annual flu jab



Optional Childcare Vouchers scheme



Free school Christmas lunch



Annual appraisal programme



Free on-site car park



Annual Occasional Day



Various staff social events during the academic year



Long Service Awards

Job Description

Title of Job: SEN Teaching Assistant

Pay Grade: H3 or H4 depending on experience

Hours: 30 hours per week, term time only

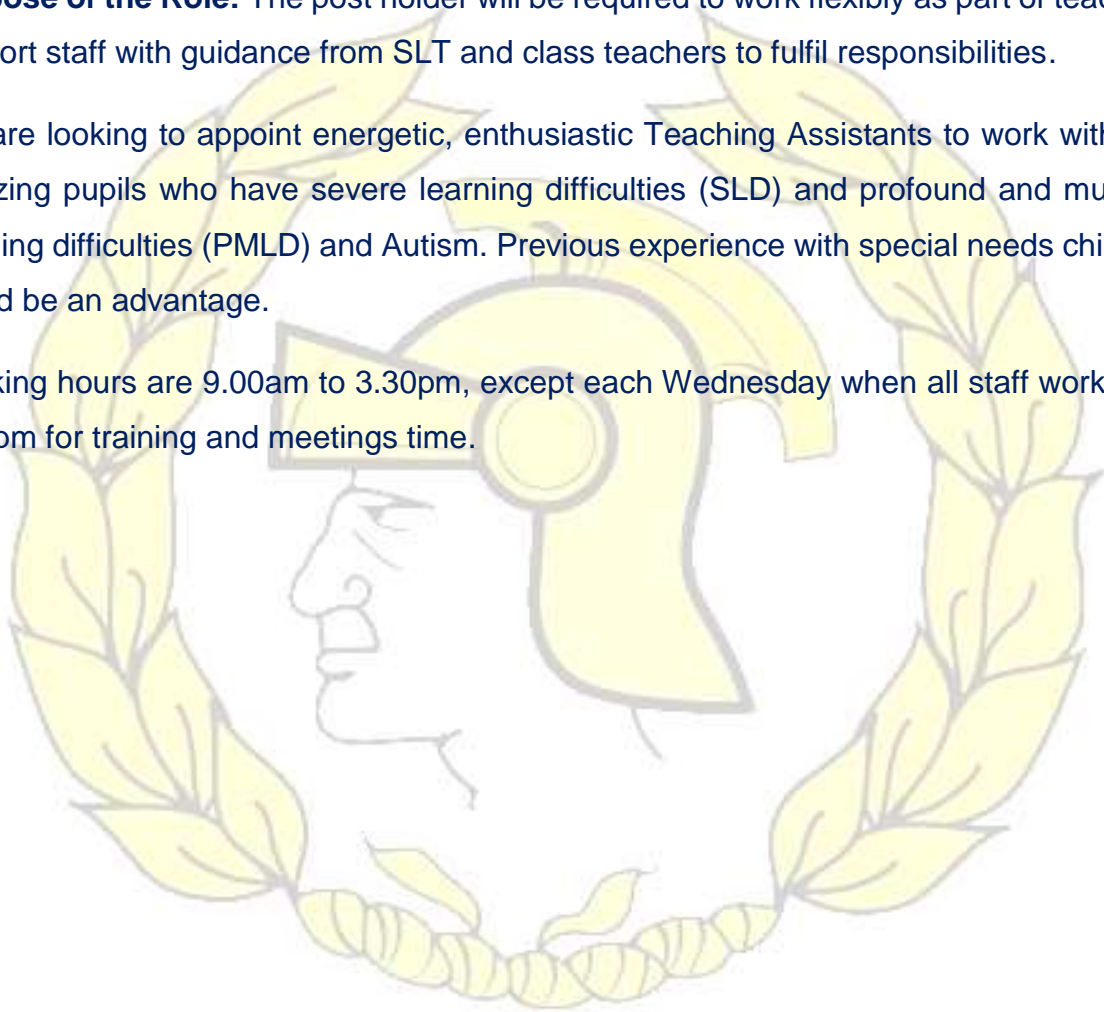
Date Required: ASAP or September 2025

Interview Date: TBA

Purpose of the Role: The post holder will be required to work flexibly as part of teaching support staff with guidance from SLT and class teachers to fulfil responsibilities.

We are looking to appoint energetic, enthusiastic Teaching Assistants to work with our amazing pupils who have severe learning difficulties (SLD) and profound and multiple learning difficulties (PMLD) and Autism. Previous experience with special needs children would be an advantage.

Working hours are 9.00am to 3.30pm, except each Wednesday when all staff work until 4.45pm for training and meetings time.



Safeguarding Statement

Watling View is fully committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Appointment to this post is subject to satisfactory clearance of enhanced Disclosure and Barring Service (DBS) checks, including the barred list, as well as all other pre-appointment checks, including social media, in accordance with Keeping Children Safe in Education (2024). Online searches will be carried out as part of due diligence during the recruitment process.

