‘Weaverham High School is a wonderful place to learn’ OFSTED 2020

Weaverham High School is a vibrant, thriving and successful school where every member of our community feels valued, safe and supported to ensure they surpass their potential. We celebrate uniqueness and see individuals. We understand that our pupils have hopes and dreams, challenges and barriers and it our privilege to celebrate their worth and their potential. We want every child to enjoy their own journey of discovery, acquire a thirst for knowledge, creativity and imagination and develop a love for their learning. We want pupils to leave our school not just with qualifications showing their academic success, but also with the capacity to think clearly and deeply, a desire to act with integrity and to show kindness and empathy to others, and with the character and leadership experience they need to thrive in the world.

Our staff work tirelessly to ensure individual barriers are overcome and pupils are challenged and supported in equal measure.

We nurture talent, ability and ambition with energy, creativity, determination, relentless kindness and high expectations.

“Be the best version of you”

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Grade 4 Learning Support Assistant – Maternity Cover January 2027

We wish to appoint a highly motivated candidate to join our Learning Support Department
The appointed candidate will be expected to support students in the classroom enabling effective learning to take place, building independence and enthusiastically reducing barriers to learning. We have a team around the child philosophy, most LSA are based in subject areas and offer invaluable additional support. Occasionally you will work with specified students on a one-to-one basis or with small groups depending upon the dynamic of the class. There is an expectation that as part of the team you will fully immerse yourself within the team and provide help as and when it is needed.

Grade 4 starting scale £26,016 raising to £26,846, actually salary for 29hours and 39 weeks per year is £17,593. raising to £18,565 MATERNITY COVER CONTRACT To Start January 2027

How to apply
For further information and email jobs@weaverhamhighschool.com or see school website www.weaverhamhighschool.com

Application Form https://mynewterm.com/school/Weaverham-High-School/149614

Please complete the school application as fully as possible and explain any gaps in your employment history. Our school places the highest priority on keeping our children safe. Applicants will be subject to stringent vetting processes, including online searchers for shortlisted candidate. The successful applicant will require an enhanced Disclosure and Barring Service check.

Deadline date noon 24th November 2026
Applications may close before the deadline, so please apply early to avoid disappointment

Weaverham High School Learning Support Department

Overview

The Learning Support Department plays a central role in ensuring that students with special educational needs (SEN) are fully supported in their learning journey. Its importance within the school has grown, especially as we continue to meet the evolving needs of families and pupils in the post-COVID era. Weaverham High School has a strong and well-deserved reputation for its inclusive ethos, which complements the school's commitment to high academic standards and pupil achievement.

The Department

The SEND department contains bespoke intervention rooms and dedicated meeting areas, designed to enhance the quality of provision and support. Adjacent to these rooms is *The Hive*—a well-established, provision that mainly supports our EHCP students. The Hive is managed by our skilled Academic and Emotional Support Coordinator.

We also benefit from the expertise of a Dyslexia Advocate, who delivers targeted literacy interventions to pupils with Specific Learning Difficulties (SpLD). In addition, many team members have specialist roles, supporting the learning of our students.

The Learning Support Assistant (LSA) team engages in regular professional development, ensuring that all staff continually build their expertise to maximise their impact in the classroom. Our CPD programme follows the whole school priorities.

As the Head of SEND Joanne Farquhar operationally oversees the Learning Support Team at Weaverham High School. Our dedicated team of 19 staff members provide and deliver excellent support to all our students.

Inclusion

Inclusion is a core value at Weaverham High School. Our community is proud to support students with a range of complex needs. We currently support 45 students receiving Element 3 top-up funding from the Local Authority—most of whom have Education, Health and Care Plans (EHCPs). The number of pupils with neurodevelopmental differences and specific learning difficulties has increased significantly in recent years. In response, our school-wide *Access and Achievement* strategy ensures that all pupils receive coordinated, timely support. The SENDCo and Assistant SENDCo work closely with Heads of Year and Pastoral Support Managers to align interventions with individual needs and whole-school priorities.

Our Pupils

There are currently over 120 students on the Special Educational Needs register, with many more closely monitored by the SEND team. Our pupils present with a wide range of needs most are supported by high quality teaching and learning.

CHESTER WEST AND CHESHIRE BOROUGH COUNCIL

JOB DESCRIPTION QUESTIONNAIRE

JOB TITLE	Teaching Assistant – Support (Secondary School)	JOB REF NO	AAAE5051

BASIC JOB PURPOSE

To support the teaching staff and teaching assistants in the development and education of pupils in accordance with the aims and policies of the school.

	MAIN RESPONSIBILITIES
1	Assist teaching staff in the delivery of learning activities and work programmes and undertake predetermined activities with pupils so that their intellectual and social development (including self-reliance and self-esteem) is fostered.
2	Provide input into the planning and evaluation of learning activities for individuals and groups of pupils to enable the teaching staff to make informed decisions when developing their plans.
3	Supervise the activities of individuals or groups of pupils both in and out of the classroom (including educational visits) to ensure their safety and facilitate their physical and emotional development in accordance with the school's behaviour management policy.
4	Monitor individual pupil's progress, achievements and development and report these to the teaching staff/line manager to inform decisions taken regarding the Individual Education Plan, Behaviour Plans and Personal Care Programmes for a pupil.
5	Liaise with parents and carers in conjunction with the teaching staff to ensure effective communication concerning the pupils' well being.
6	Record pupil information, as specified by the teaching staff/line manager to ensure that schools' information systems are maintained.
7	Attend to the personal, social and physical needs of pupils so that their well being is maintained.
8	Prepare and maintain learning equipment and ensure that the classroom is kept clean and tidy.
9	Display and present the pupils' work under the direction of teaching staff, so that it enhances the classroom environment and celebrates achievement.
10	Attend staff and other meetings and participate in staff training development work and staff reviews as required
Notwithstanding the detail in this job description, in accordance with the School's/Council's Flexibility Policy the job holder will undertake such work as may be determined by the Headteacher/Governing Body from time to time, up to or at a level consistent with the Main Responsibilities of the job.	

Supplementary information regarding this role at Weaverham High School

Grade 4 Learning Support Assistant - Job Specification

The appointed candidate will be expected to support students in the classroom enabling effective learning to take place, building independence and enthusiastically reducing barriers to learning. Occasionally you will work with specified students on a one-to-one basis and at other times you may work with small groups or support a whole class. There is an expectation that as part of the team you will fully immerse yourself within the team and provide help as and when it is needed.

Responsibilities

* Attend identified departmental training sessions and contribute positively to the ethos of the department
* Clarifying and explaining instructions, helping to provide a scaffold to assist independent completion of tasks
* Use school IT systems to contribute to the maintenance of student records including SEND Profiles, Case Studies and Annual Reviews for Education, Health and Care Plans
* Work as a key worker for specific students who need daily contact with an adult they can trust
* Contribute to the maintenance of student records including One Page Profiles, Case Studies and Annual Reviews for Education, Health and Care Plans
* Ensuring correct and safe use of equipment and materials
* Assisting with identified weaknesses, e.g. reading, spelling, presentation of work, behaviour and language skills
* Liaising with the subject teacher in the provision of individual programmes of work and being aware of desired outcomes
* Delivering individual programmes of work either academic or social where required and being prepared to work one-to-one e.g. Precision Teaching, Social Stories and Comic Strip Conversations
* Provide support for students from a wide variety of backgrounds who may have a range of needs
* Establishing a supportive and non-judgemental role
* Encouraging and motivating the students to continually strive to be the best they can be
* Promoting and reinforcing self-esteem – ensuring that every student feels successful every lesson
* Supporting social and emotional development of students, reporting any issues when necessary
* Assisting other students in the class when appropriate and using initiative within the limits of agreed expectations
* Working closely with students who display challenging behaviour, demonstrating compassion and understanding at all times
* Able to judge situations and use own initiative and act proactively
* Remain professional throughout, providing our students with a positive role model in all aspects of life
* Provide detailed and regular feedback on student progress to teaching staff when required
* Carry out occasional administrative duties, such as preparing classroom resources
* Look after students who have had accidents, need help dressing or are upset
* Create imaginative displays of student work
* Show a flexible approach to your work e.g. a range of school related activities such as food technology, PE & Games, art, drama, dance and science projects
* Provide support outside the classroom such as helping during exams or going on school trips
* Help with extracurricular activities (within the constraints of your contract), such as homework club or revision sessions

Learning Support Assistant – Weaverham High School

Person Specification

Essential

- ICT literate (Office 365) and willing to learn school systems e.g. SIMS / CPOMS
- A love of working with children particularly those with Special Needs
- A desire to enable every student you work with to achieve success in the mainstream school environment
- The ability to show enthusiasm and promote motivation
- Willingness to be flexible in your roll due to the quickly changing nature of our SEND department
- Hold the utmost regard for our students' safety and well-being
- Ability to work with a wide range of adults including teachers, parents and carers
- Excellent team working ethos
- Ability to explore creative solutions and have a flexible approach to the challenges that working in education throws at us
- A high degree of tact, diplomacy and powers of persuasion
- An unwavering sense of professionalism
- A willingness to keep up to date with educational policy and training related to your role
- Patience, and of course, a sense of humour

Desirable

- Experience working with young people who have neurodevelopmental differences
- Experience working with students who have Specific Learning Difficulty
- Experience working with students who have social, emotional and mental health priorities
- Education to Advanced Level or equivalent standard and/or appropriate qualifications.
- Previous experience in similar or related employment
- Knowledge of current educational trends and practices