



WHICKHAM

SCHOOL & SPORTS COLLEGE

INFORMATION FOR APPLICANTS

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THE AREA

Gateshead, based in the North East of England, has changed beyond recognition in recent years. With a history as vibrant as its future, traditional, heavy industries have given way to high tech companies, leisure and cultural facilities. There is a pace and vibrancy about Gateshead and its near neighbour Newcastle that is helping to raise the profile of the area to an international level. With a current population of 200,000, Gateshead covers an area of 55 square miles incorporating both urban and rural areas and is the largest in area of the five Tyne and Wear districts.

THE SCHOOL

Whickham is a successful school serving a semi urban area on the south-west side of the Tyneside conurbation. The school is pleasantly situated on one large site within easy reach of Newcastle upon Tyne and the Derwent Valley. Whickham is a prosperous suburb and the school's traditional catchment area extends to the villages of Sunniside and Marley Hill and attracts students from surrounding areas.

OUR VISION AND VALUES

Vision Statement

Whickham School educates over 1600 students and has the largest sixth form in Gateshead with over 370 Sixth Form students housed in a newly built dedicated centre. We are proud of the comments from our last Ofsted report and constantly strive to ensure that we maintain the high standards recognised. Where students are cared for and provided with an excellent curriculum, they are much more likely to succeed. We want all of our students to learn in a happy and caring environment so that they are able to develop all their talents to the full. Whilst there is a strong emphasis on academic achievement, all students are encouraged to take part in a very wide range of extracurricular activities.

We work hard to maintain excellent links with the community and are constantly looking for ways of enhancing this relationship. We have very strong links with our partner primary schools in curriculum and pastoral areas and in sport. These provide our students with the best possible start to their secondary school careers. Whickham School and Sports College is a happy community where students can learn and develop both academic and personal skills.

WHAT YOU CAN EXPECT FROM US

We believe that people are our greatest asset. People are at the heart of our School and our success depends on getting the best from them. Our people are not only the face of the School but also the spirit behind our continued success and our desire to become outstanding.

The School is made up of people from all backgrounds and communities. Whatever your age, gender, disability, ethnicity, religion or sexual orientation, you will be valued as an individual and recognised for your skills and personality alone. We are committed to develop our people to achieve their full potential.

As a new starter you will have an induction programme that will help you settle into your role quickly and get to know the School and the people you will be working with.

We are committed to consulting with you on anything relating to your employment with us. We consult with and inform our members of staff in School about our objectives and plans, which affect them in the workplace. We have a system of briefings in place, a School wide intranet and regular team meetings and one-to-ones with managers.

We also encourage staff feedback through both formal and informal consultation methods.

As a School, we recognise Trade Unions and adhere to the national pay and conditions of employment for both teaching and support staff.

WHAT WE EXPECT FROM YOU

We expect you to:

- Demonstrate a commitment to the School vision, values and objectives at all times
- Set high work standards for yourself and work hard to meet your objectives and targets
- Be familiar with your job requirements and be able to demonstrate how you meet them
- Convey information clearly, accurately and convincingly
- Contribute positively to the work of your team and work co-operatively with colleagues, showing respect for their views and valuing their contribution
- Prioritise, organise and schedule your activities and resources to ensure results
- Be receptive to the need for change and adaptable to changing work demands and conditions

HOW TO APPLY

All documentation can be accessed at www.whickhamschool.org/recruitment

Please complete all sections of the application forms which are relevant to you as clearly and fully as possible and you must also include a letter of application.

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced CRB checks and through background checks.

1. Candidates should be aware that all posts at Whickham School involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post.
2. Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-over's, including those regarded as 'spent' must be declared
3. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those relating

to children or young people, (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, then previous employers will be asked about these issues

4. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people

INTERVIEW PROCESS

After the closing date, short listing will be conducted by a panel, who will match your skills/experience against criteria in the person specification. You will be selected for interview entirely on the contents of your application form and letter, so please read the job description and person specification carefully before you complete the form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy CRB requirements such as a current driving licence including photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement)
- Where appropriate any documentation evidencing a change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant to the post

Please note that originals of the above are necessary, photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

CONDITINAL OFFER: PRE-EMPLOYMENT CHECKS

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK

- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity and qualifications
- List 99 Check
- Satisfactory CRB Disclosure
- Verification of professional status such as QTS status, NPQH (where required)
- Satisfactory completion of a probationary period
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmation as may be required in accordance with statutory guidance

For teaching posts

- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1988)
- Verification of medical fitness in accordance with DFES Circular 4/99 Physical and mental Fitness to Teach of Teachers and Entrants to initial Teacher Training

You should be aware that the provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or ISA and/or other relevant investigating bodies.

Please submit your application form and letter by the closing date. These can be accessed at www.whickhamschool.org/recruitment

