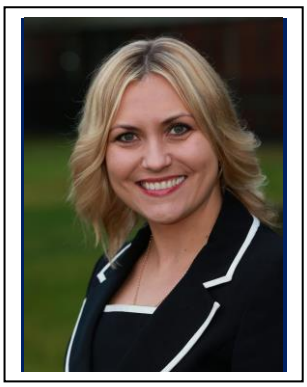
RECRUITMENT INFORMATION PACK

February 2020

Headteacher's Welcome



Abbot's Lea School is a highly successful, supportive and dynamic school providing young people aged 3 to 19, with Autism, a unique education for them to succeed personally, academically and socially in order to achieve their full potential.

Having joined the school in September 2016, I feel honoured to be its Headteacher and I will work tirelessly to make Abbot's Lea the best special school in the world!

My personal motto is: "Work hard and be nice!" and I expect similar mind-set amongst my colleagues. In fact, our school's Code of Conduct: *The Golden Rules* © specifies principles I highly value – both personally and professionally:

- Be here. Every day…
- Work hard and be nice
- Never give upon yourself or others
- Stay positive and be happy!

We are already an outstanding school (Ofsted, 2016) our vision is to be an International Centre of Excellence in Autism Education, Research and Development.

It is my firm belief that the staff are the most valuable asset of the school and so are integral in our working towards this vision. We all share a collective commitment to developing our young people, serving their families and ensuring that we lay the foundations for our students to be well equipped for their future adult life.

No matter what your role within the school, I will always look for a number of outstanding qualities in an ideal candidate for the team: an innovative and creative approach to work; enthusiasm, positivity and an unfaltering commitment to supporting our students' success are key, as is an open-minded, proactive attitude towards working effectively in a team.

As a member of our team, you will receive ongoing support and development in your role and have access to a range of opportunities. We develop outstanding professionals, many of whom progress through the career pathway, joining us as Teaching Assistants and moving on to Higher Level Teaching Assistant roles with some choosing to enter the teacher training and leadership pathways.

New employment and development opportunities have now arisen for outstanding practitioners to join our successful team.

I hope this pack provides you with everything you need to know about our vision, ethos and values, what you can expect from working at Abbot's Lea School and the opportunities we will provide to support your career development.

I look forward to meeting you and answering any questions you may have.

Yours faithfully

Ania Hildrey
Headteacher

Why Abbot's Lea School is unique

At Abbot's Lea School, our aim is to ensure outstanding outcomes for all, including our students, their families and the staff.

We are an Outstanding School (2016) and a National Autistic Society Accredited School (2017), accepting children and young people from all walks of life with all different abilities.

Our students' needs range from those with high functioning Autism, to those requiring significant learning, pastoral and emotional support.

Our unique Philosophy of Education is known as *The ASD Model* ©. This underpins our promotion of students' holistic growth in three key areas:

- **A**cademic Progress
- **S**pecialist Support
- **D**evelopment of life skills

We seek to address the individual learning needs of all our students and to provide a broad and balanced curriculum. In addition, we have a wealth of resources and facilities to enhance students' learning including our magnificent grounds which we have great plans to develop into a wonderful outdoor learning centre.

This year we have continued the expansion of the school and during the summer we will be extending our facilities further so that have even more space to use for our outstanding work!

Abbot's Lea School fosters a culture where the achievements of both our staff and students are celebrated, praised and rewarded. The progress our students make is phenomenal and it is inspiring to see our students leave us and succeed beyond their school year.

What does Abbot's Lea School have to offer you?

Continued Professional Development (CPD)

Professional development is important to us and plays a key role in allowing us to provide the best possible education to our young people.

Our staff will be supported through an induction period, where procedures and policies are disseminated and the expectations and key qualities shared. New members of staff can expect a thorough introduction to the school, from the physical layout, to the staff team, as well as support in identifying training needs and development opportunities with a named member of staff as their mentor.

Mandatory training to all staff includes: Our Vision, Our School Development Plan, Autism Awareness, Behaviour Support, Safeguarding.
Our unique Twilight Training is held weekly after school, offering training on a variety of topics throughout the year.

We also have a weekly joint PPA (Planning, Preparation and Assessment) time for teaching staff. Six times a year teachers have additional day for internal moderation of their assessment and marking of students' progress.

Abbot's Lea School will support the study of relevant professional qualifications, including the leadership development programme.

We also work in partnership with Schools Direct for teacher training programmes and are fully committed to developing future teachers.

All staff are also encouraged to engage in ongoing professional development based on their own research, professional reading and reflection.

Personal and enrichment benefits

There are many other advantages to teaching at Abbot's Lea School, including:

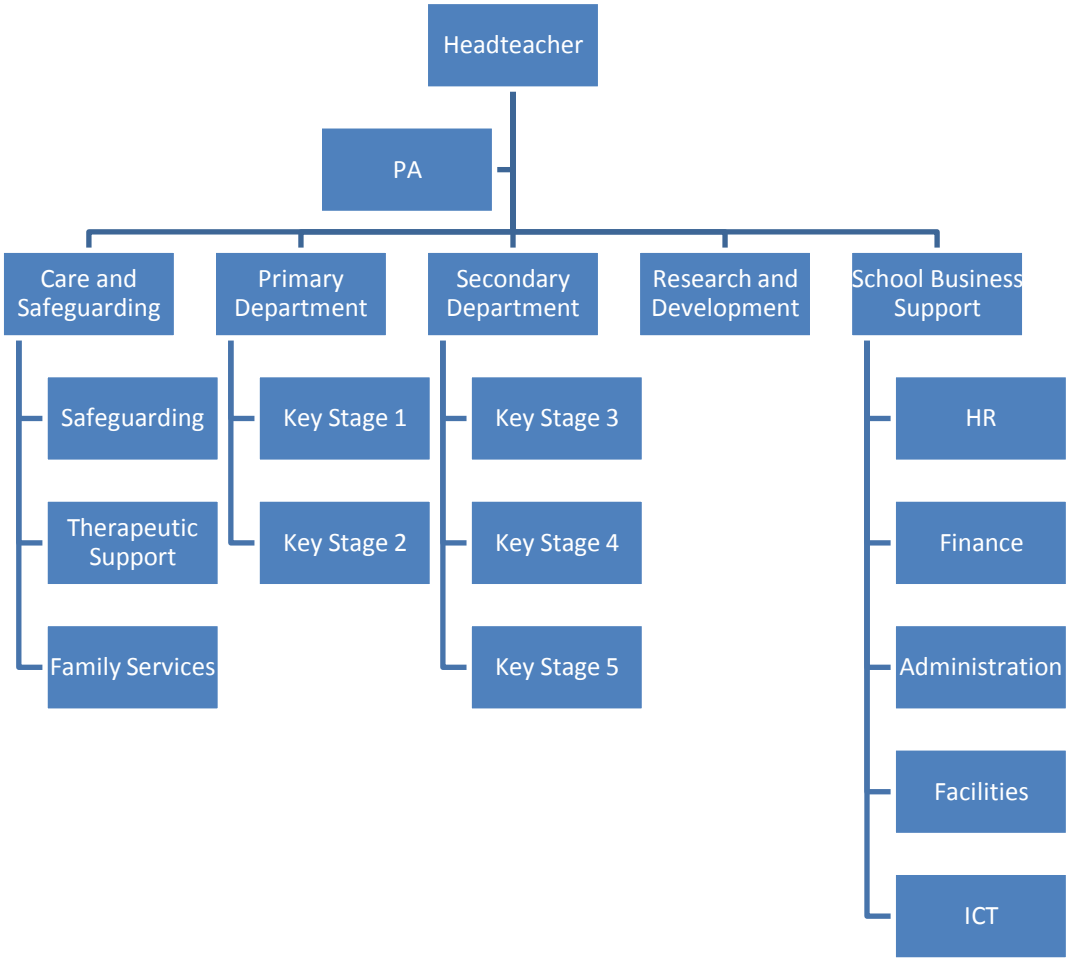
- Pension scheme
- The school year is 39 weeks
- Cycle to Work scheme – a tax-efficient loan scheme to buy a bike and safety equipment for your commute to work
- Employee Assistance Programme – free and confidential staff advice and counselling service provided by Health Assured
- Family related benefits including maternity, paternity adoption and parental leave
- Occupational sick pay scheme
- Free on-site car parking
- Credit Union savings scheme

Location

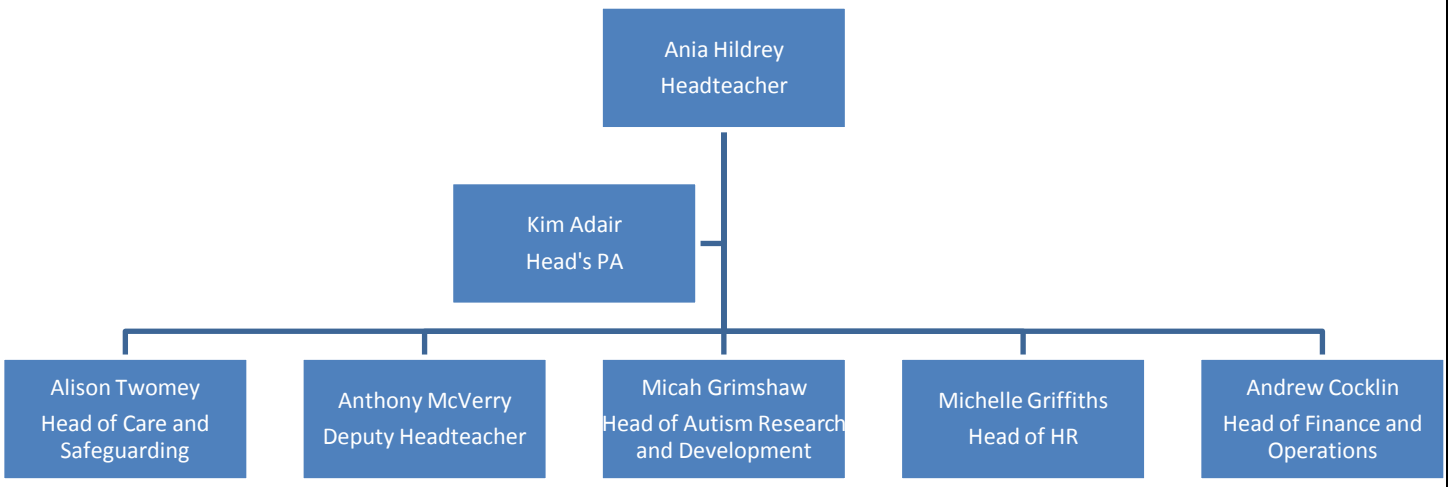
We are situated in an excellent location. Our location offers a unique blend of the town and suburbs allowing you to benefit from the urban and rural surroundings nearby - the best of both worlds.

- Liverpool City Centre is just 5 miles away from the Liverpool City Centre and John Lennon Airport is just 15 minutes away
- The school is easily accessible via the major motorway networks of the M57, M62 and is well served by public transport
- There is excellent shopping, restaurants, pubs, leisure activities and an exciting programme of events too such including horse racing events, football fixtures and cultural events in the city of The Beatles (in fact our school is just opposite the Strawberry Fields!)
- There is also a network of widely-used public footpaths, bridleways and byways which give access to the countryside and river Mersey

Our Organisational Structure 2019-20



Meet Our Senior Leadership Team (SLT) 2019-20



Current Vacancies:

- Teaching Assistant
- HLTA

Recruitment Timeline- HLTA Post:

- Advert: 10th February 2020
- Closing date for applications: 26th February
- Interviews: w/c 2nd March 2020

Recruiting Contact:

Mrs Keri Myers
HR Officer

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