



Whitby School
Ad finem terrae

Cover Supervisors

Whitby School

Recruitment Information Pack

NYES

**Resourcing
Solutions**

Contents

About the School	3
Application Process	4
Job Description and Person Specification	5 – 7
Applying for a job with North Yorkshire Council	8

Whitby School

Whitby School is a new school; an exciting development for the Whitby community. Our school will be a positive, warm, and welcoming school where pupils will aim to do their very best and take pride in their achievements. By constantly challenging our pupils to excel, we will nurture aspirations and strive to cultivate a lifelong love of learning in our young people.

We are looking for colleagues who will provide a creative, safe, and caring environment where every child is known and cared for as an individual. In this climate, every young person can thrive as they develop in personality, character and intellect and become a highly successful learner and individual.

We believe we can provide a unique education for our young people. As a school at the heart of the community it serves, we will work in partnership as a school community to ensure our children not only receive a broad and balanced education but also allow them to enjoy the area they live in and make a positive wider contribution to the area.

At Whitby School, every pupil will be known, valued, and cared for as an individual. We will celebrate our pupils' talents, achievements, and successes, and understand and support pupils where they need help. We believe that every pupil has the ability, strength, talent, and determination to achieve their potential. As a school, we will therefore aim to provide our pupils with the very best education possible, by providing a wide and comprehensive curriculum and extra-curricular activities.

Whitby School will open in September 2024 following the merger of Eskdale School, Caedmon College and Whitby Sixth Form. The school will be split across two main sites: Lower School (Y7 & Y8) will be based on our Airy Hill site and Upper School (Y9-Y13) will be based on our Prospect Hill site.

If you are looking for your next career move, then join us as we look forward to beginning an exciting new chapter for secondary education in Whitby.

Application Process

The closing date for all applications is **11:59pm Wednesday 10th July**

Interviews will be held on Monday 15th July

Apply Via the NYC Jobs Page

Please contact us if you need an application form in a different format.

Unfortunately we do not accept CVs.

An email will be sent to shortlisted candidates with details of the interview process.

When applying please take into account the following:

Supporting Information

The supporting information section of your application should clearly evidence your ability to meet the requirements we have outlined in the person specification (see application pack). This will be used to shortlist applicants for this role and therefore it is imperative that you provide evidence as requested.

References

When completing your application, please provide two employment referees. Generally, this is your current and most recent employer.

Queries

Informal chats with our Headteachers are welcomed. For queries or to arrange a call with the Headteacher / Head of Department, please contact:

Chloe Bullen at Chloe.Bullen@northyorks.gov.uk or on 01609 536 964

We actively welcome you to contact us to chat through the role and talk informally about the school/post and how working here will make a real difference to the children and young people in the area.

Please note this post is in regulated activity and exempt from the rehabilitation of Offenders Act 1974 and therefore subject to an enhanced DBS certificate and barred list check. An online search may be conducted for successfully shortlisted applicants.

Job Description

Main duties and responsibilities

- 1.To cover lessons for teaching staff who are absent or otherwise occupied.
- 2.To communicate student work as set out by the classroom teacher and manage classroom organisation.
- 3.To encourage good behaviour and motivate students to finish tasks.
- 4.To supervise students taking examinations, if required, in accordance with exam regulations.
- 5.To provide technical and administrative support for the academic and pastoral systems of the school.
- 6.To carry out non-teaching duties as required when not required for cover, eg, supervision of students, targeted work with small groups of students, administrative tasks, etc.
- 7.To build positive and motivational relationships with students which support the raising of achievement.
- 8.To provide feedback to students and parents about progress.
- 9.To contribute to the planning process for the learning of individual and small groups of students.
- 10.To maintain records of intervention and student progress.
- 11.To assist with break time supervision as part of a weekly staff duty rota and assist with lunch time supervision as part of the working day, with a lunch break being taken before or after this.
- 12.To attend and contribute to team meetings within working hours.
- 13.To be responsible for the registration of some pupils during emergencies or fire drills if required.
- 14.To ensure the participation in ongoing professional development and relevant training.
- 15.To follow the school's Behaviour Policies and procedures.
- 16.To participate in the School's procedures for Performance Management.

17. To be aware of one's responsibilities in respect of health and safety at work, GDPR and confidentiality, following all relevant policies in this respect.

18. To undertake any other similar duties that might be reasonably required by senior staff.

19. To be committed to the safeguarding and welfare of young people.

Person Specification

Person Specification	Skills and Attributes	Essential	Desirable
Qualifications and experience	Good numeracy and literacy to GCSE / Level 2 standard	✓	
	An awareness of 'safeguarding of children' procedures	✓	
	Computer literacy (use of MS Office, including word-processing, email; database entry)	✓	
Personal and interpersonal	Good communication skills	✓	
	Able to relate well to young people and adults, and deal sensitively with parents, pupils and colleagues	✓	
	Ability to remain calm and polite under pressure	✓	
	Able to work on own initiative and constructively as part of team, ensuring good communication and collaboration with colleagues	✓	
	Experience of working within a learning environment		✓
	Training in relevant learning strategies and specialist knowledge in a particular curriculum area		✓
	Ability to work well as part of a team	✓	
	A flexible and adaptable approach to work	✓	

	Able to engage and work with young people, including those who are disaffected	✓	
	Good time management skills	✓	
	Demonstrates a “can do” attitude including suggesting solutions, participating and meeting expectations	✓	
	Able to prioritise own workload and work to competing deadlines	✓	
Staff Development	Evidence of commitment to continuing personal professional development	✓	
Child Protection	A commitment to the safeguarding and welfare of young people.	✓	

APPLYING FOR A JOB WITH NORTH YORKSHIRE COUNCIL

IMPORTANT ADVICE ON COMPLETING THIS APPLICATION

Your application form plays an important part in your selection. Please ensure you address all the essential requirements listed in the specifications. The following advice should help you to complete the application form as effectively as possible.

Data Protection

The information that you state on this application form will be used by the school and the Council to consider you for a job vacancy. To find out about how we use your personal data for the purposes of recruitment please see our Privacy Notice at www.northyorks.gov.uk/working-us.

Rehabilitation of Offenders

The post you are applying for requires you to have an enhanced Disclosure and Barring Service criminal records check for work with children, with a barred list check if you work in regulated activity. This check for disclosure of criminal history will include spent convictions, pending prosecutions / current court proceeding and police enquiries.

Should you be shortlisted, you will be asked to disclose full details of your criminal history prior to your interview. This includes any information deemed relevant as part of Keeping Children Safe in Education which may arise in an online search undertaken on shortlisted candidates. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly. Failure to disclose this information will result in any offer of employment being withdrawn.

Please also see the policy statement on the Recruitment of Ex-offenders below.

Information in Support of your Application

Every post advertised is supported by a full person specification. The specification lists all the essential skills, experience and qualifications which are necessary for the job and the criteria against which you will be assessed, both through your application form and at interview.

As part of the application process, you may have been asked to demonstrate within this application form how you meet some or all of the criteria or key competencies outlined in the person specification. Rather than simply repeating your career history, look at the skills and experience required by the job and provide evidence that you possess them by giving **specific and detailed examples** which include a focus on outcomes and on your own contribution to the scenario. Try to use different and varied examples wherever possible.

When completing these sections, do not forget the skills and experience you have gained outside full-time work. Outlining your previous work experience or other responsibilities may help you to uncover skills which you have taken for granted and which are clear signs of your ability to do the job.

Canvassing

You must not try to influence an elected Council Member, any council employee or a member of the school governing body, to act in your favour, as this will disqualify you. If you are related to a Councillor, a Council employee or a governor you must indicate this in the relevant section of the application form.

Policy Statement on the Recruitment of Ex-offenders (Source www.gov.uk)

1. As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), this school complies fully with the DBS [code of practice](#) and undertakes to treat all applicants for positions fairly.
2. This school undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
3. This school can only ask an individual to provide details of convictions and cautions that it is legally entitled to know about. Where a DBS certificate can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 as amended, and where appropriate Policy Act Regulations as amended) this school can only ask an individual about convictions and cautions that are not protected.
4. This school is committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.
5. This school has this written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.
6. This school actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. Candidates are selected for interview based on their skills, qualifications and experience and criminal record information is only requested from short-listed candidates.
7. A disclosure is only requested from the DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that a DBS certificate will be requested in the event of the individual being offered the position.
8. This school ensures that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
9. This school also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
10. At interview, or in a separate discussion, this school ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
11. This school makes every subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](#) and makes a copy available on request.
12. This school undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.