



Learning to Learn:

A special pathway enabling all our young people to achieve as much as they possibly can and to flourish in adult life

A warm welcome to West Hill

I believe that West Hill truly is a special place to be and we continue to look for passionate and enthusiastic individuals to come and be part of our team with us.

As I write today we are all experiencing huge amounts of changes in our lives; we are all living as we never have had to do so before. What has helped us at West Hill is the strength in our community and the commitment of and to our whole team. I think that is what makes us unique and the place we all want to be. We have a shared and clear common purpose and we strive for the very best in all that we do. The dynamic and flexible nature of the team is what has helped us to respond to the most recent challenges as we have.

From September 2016, West Hill School commenced its transition from a secondary school for pupils with learning difficulties to a county wide primary school for learning difficulties. September 2020 was the first year that we were supporting all primary year groups. It has been a journey, fast paced but exciting. All our children have complex learning difficulties, including speech and language difficulties, autism and/or medical needs. We adapt and adjust our provision to meet them where they are in terms of their learning and development needs.

This is a rewarding environment and a great place to work. Although your skills will be tested the rewards and opportunities are endless. We seek team members who are creative in their thinking and who enjoy new and exciting ideas about learning. Our work is focused towards the children and what is right for them. As adults we are flexible across the school to ensure that individual needs are met for each child and understanding the part we play in ensuring this is the best it can be. We believe in contingent support and enabling independence wherever possible.

Sharon joined West Hill in January 2020. This is her reflection at the end of her first term here:

“As a new teacher and leader to the school, West Hill has been everything I was looking for. Right from the start with the incredibly warm welcome and sense of belonging, I knew it was a special place to teach. The staff team are highly skilled professionals, willing to share their expertise in an incredibly supportive way. West Hill doesn’t just have values listed on a website, these values underpin every decision made on a daily basis with the children and their well-being at the very centre of it all, which has truly made me feel privileged to work here.”

I urge you to find out more about us by visiting our website www.west-hill.surrey.sch.uk or contact our School Business Manager, Samantha Crosby who will be happy to have an informal conversation with you. Please contact her via email sbm@west-hill.surrey.sch.uk.

Best wishes



Abigail Slade
Headteacher



We value all our staff highly and as such we have developed a range of other rewards and benefits including Employee Assistance Programme. If you decide to apply there will be a range of elements to the interview process if your application is successful.

Teachers

We are looking for flexible teachers who will be able to teach a range of ages and subjects to children who are working at least 3-4 years away from age-related expectations. Should you be appointed to the post you would benefit from an outstanding and well-equipped teaching space to facilitate learning and a laptop to be able to plan and deliver successfully. We would be looking to you to be creative and enthusiastic in the way in which you help children learn alongside your skills in developing the most appropriate curriculum to meet our changing cohorts. You will be responsible for continuing to develop approaches to meet individual pupils' needs, whilst leading colleagues towards achieving the vision for outstanding progress and achievement in your areas.

As a special school this post attracts an additional SEN allowance. Furthermore, the school's leadership will work with you to identify your career aspirations and create an outstanding CPD pathway. Most teachers quickly undertake additional qualifications such as NPQML, NPQSL or other specialist accredited qualifications to enhance their career progression.

Teaching Assistants and Support Staff

West Hill supports both those who have never worked in a school before as well as staff that have worked in schools and perhaps are experienced Teaching Assistants. Whatever your skill set, you will be provided with an induction and training to ensure you are ready and able to carry out the roles in our school. Teaching Assistants are seen as a critical role and ordinarily are part of a class team in the first instance. Typically you will experience a range of classes across the school as we review and adjust provision to meet children's needs. We recognise for those staff who wish to further their career in school that leading aspects of learning would be an exciting next step and we offer opportunities for internal applicants to apply for more senior Teaching Assistant positions.

Lara joined in September 2020 and reflects in March 2021 about her journey with us.

"My experience as a new Teaching Assistant at West Hill has been wonderful. Despite joining the school during a global pandemic, I immediately felt part of a strong and friendly community. Everyone at West Hill is dedicated to our students, and it has been so rewarding seeing the children grow and flourish as a result. Moreover, I have gained valuable skills in teaching, as well as receiving support as I explore a future career as a speech and language therapist. Ultimately, West Hill is a warm, welcoming and professional environment, and I look forward to coming to work each day."

Our school adapts and changes to the presenting needs. We had identified an area for specific development and Zoe joined us in February 2021 to the newly created post supporting literacy development in the widest sense.

"One morning I came across the role of Librarian with Literacy support at a local Special Needs school and read the job description excitedly. I could not believe such a role existed, it felt like a perfect fit and ticked all the boxes for me. I adore reading and books, my Degree is in English, I love organisation and being able to be creative. I nervously applied and kept everything crossed. Receiving the email inviting me for interview was super exciting, albeit a little daunting as due to restrictions it was all to take place over Zoom, but I set out to prepare for interview day and really enjoyed the interview process. Long story short I was offered the role, immediately accepted and have been here a few weeks now. Starting a new role in a pandemic is not an easy feat but the staff at West Hill have made it a seamless and stress free transition for me. West Hill is a lovely school to be part of and everyone is so friendly and kind."

If all of this appeals and excites you then we very much look forward to receiving your application.



**Little Steps... Best Steps... Right Steps...
West Hill Steps**