



Paddock School

To Nurture, Inspire and Transform Lives

STAFF PROSPECTUS





CONTENTS

2	Welcome to Paddock School
3	Paddock at a Glance
4-5	Vision & Values
6-7	Life at Paddock
8-9	Learner Aspirations
10	Working at Paddock
11	Benefits
12-13	Five Years of Growth
14	Case Studies
15	Staff Survey 2022
16	Contact

WELCOME TO PADDOCK

An Introduction from our Executive Headteacher, Sarah Santos

Paddock is a special place where we put pupils' interests first in everything we do. We are an Ofsted outstanding and innovative split site special school for pupils aged 4 – 19 with severe learning difficulties. Most of our children also have a diagnosis of autism.

We pride ourselves on the warm, nurturing culture of the school, and staff share a deep commitment to supporting the individual needs of our pupils. Every pupil here is known, understood and nurtured.

Our teachers are exceptional practitioners who work as part of an extensive multi-disciplinary team of specialists to plan and deliver highly personalised learning opportunities that make learning fun, meaningful and engaging for our pupils.

Our classes are small so that teachers can give each pupil the support they need to progress at their own pace. Support is extended to our children's families. We work closely in partnership with them, so together we can help our children achieve their potential.



Our reputation is founded on our high standards, and maintained by our caring, dedicated staff, who create a nurturing and inspirational atmosphere throughout the school. The whole team is enthusiastic and united in their desire to prepare pupils for life beyond Paddock.

We would be delighted if you joined with us on this journey.

PADDOCK AT A GLANCE

180
PADDOCK STAFF

216
PADDOCK PUPILS

26
CLASSES

3 SCHOOLS
2 SITES

HEALTHY SCHOOLS LONDON
BRONZE AWARD

LPPA

Lower School
Reception to Year 4
ST MARGARET'S CRESCENT

EQUALITIES AWARD
FOR THE WORK PADDOCK HAS DONE TO EMBED OUR INCLUSIVE ETHOS INTO OUR PRACTICE

LEADING PARENT PARTNERSHIP AWARD
2021-2024

Middle School
Year 4 to Year 9
ST MARGARET'S CRESCENT

We've achieved
Silver
EQUALITIES AWARD

WORKING TOWARDS A
UNICEF GOLD
ACCREDITATION

Upper School & Sixth Form
Year 9 to Year 14
PRIORY LANE

Ofsted
Outstanding Provider

unicef UNITED KINGDOM
RIGHTS RESPECTING SCHOOLS

VISION & VALUES

Our Vision

To Nurture, Inspire and Transform Lives

Our Values

Our values are central to our school ethos, the standard to which we hold ourselves.

PROVIDE

WE PUT EVERY PUPIL'S INTERESTS FIRST

- Teach the way pupils learn
- Encourage broader life opportunities
- Celebrate achievement
- Strengthen partnerships with parents



DEVELOP

WE ATTRACT AND RETAIN EXCELLENT STAFF

- Prioritise teamwork and individual excellence
- Develop staff capabilities
- Respect all staff and promote integrity



“If your child comes to Paddock, you feel like you’ve hit the jackpot.”

PADDOCK PARENT

RESPECT

WE RESPECT AND SHOW FAIRNESS TO ALL

- Listen to other people's points of view
- Affirm cultural diversity
- Acknowledge individual rights
- Respect one another



INNOVATE

WE ARE ALWAYS INNOVATIVE

- Encourage creative thinking
- Reflect on our practice
- Embrace change
- Cultivate better ways to achieve our goals



UNITE

WE ARE COMMITTED TO OUR COMMUNITY

- Create and develop community partnerships
- Support global links
- Promote equality inside and outside school



LIFE AT PADDOCK

Our Co-Curricular Offering

BUILDING CONFIDENCE

Preparing pupils for life beyond Paddock is central to our ethos.



ICT

“Pupils respond well to the personal approach.”
OFSTED 2021

ALLOTMENT



“I feel he was welcomed, and understood.”
PADDOCK PARENT

SHOPPING



HOLLY LODGE CENTRE



COMMUNITY LEARNING

Integrating Paddock pupils into the local community is essential to their education.

“We offer pupils amazing opportunities, and parents trust us to make the best use of these opportunities with their children.”

PADDOCK STAFF

THERAPY



MUSIC & DRAMA



COMMUNITY CAFE



LIFE SKILLS

Post-16s are actively involved in work experience at the Paddock Community Café.

COMPANION CYCLING



D OF E AWARDS SCHEME



LEARNER ASPIRATIONS

Caring for pupils

We are clear on what learning experiences we want our pupils to have during their time at Paddock. Our intent is to prepare pupils for life beyond Paddock and we do this through giving pupils a range of rich and diverse opportunities to work towards our aspirations, which were devised and agreed by the whole Paddock community.

“MY COMMUNICATION”

COMMUNICATION AND INTERACTION



A young person...

- who communicates effectively
- who is socially aware and able to interact with others and develop appropriate relationships
- with a basic sense of morality and understanding of rights and how they can respect themselves and others

“MY THINKING”

COGNITION AND LEARNING



A young person...

- who is able to use functional numeracy and literacy
- who uses technology effectively and safely
- who is aware of the world around them

“MY INDEPENDENCE”

PREPARING FOR ADULTHOOD



A young person...

- who can make positive choices
- who can be as independent as possible in all daily living skills
- who can access facilities in the local community
- with meaningful work or self-occupation skills

“MY WELLBEING”

SOCIAL, EMOTIONAL AND MENTAL HEALTH



A young person...

- who follows a healthy and safe lifestyle
- who can express and manage their emotions and behaviour
- who can cope with change
- who is resilient and has high self-esteem and positive self-image
- who expresses themselves creatively and appreciates the arts

“Pupils value the close working relationships they have with all staff.”
OFSTED 2021

WORKING AT PADDOCK

Caring for staff

Our vision, to nurture, inspire and transform lives, extends to the whole of the Paddock community. We nurture our staff to develop their skills and as a larger school give plenty of opportunities for formal and informal training and mentoring.

SUPPORT



WELLBEING SUPPORT

A dedicated and enthusiastic committee who deliver regular team building and wellbeing activities

- Employee assistance program
- Buddy Schemes
- Occupational Health
- On-site HR support (a team of three dedicated HR staff)

Planning, Preparation and Assessment (PPA) time working from home, by arrangement

Regular staff forums and surveys to share opinions

TRAINING



COMMUNICATION, LANGUAGE AND LITERACY TRAINING

- Intensive Interaction
- Attention Autism
- Picture Exchange Communication System (PECS)
- Pixon and other augmented language devices (ALD)
- Makaton
- Phonics
- Colourful Semantics

EMOTIONAL REGULATION TRAINING

- Zones of Regulation
- Team Teach
- Golden Reminders
- Sensory Integration

All teachers are encouraged to undertake TEACCH (teaching approach) training, a system that provides structure to support pupils to understand what they are learning and what is expected of them. It creates a predictable structure with visual support to reduce anxiety and encourage independence.

Paddock also works with the Wandle Alliance to provide a range of National Professional Qualifications.

BENEFITS

Rewarding our Team

There are many benefits to working at Paddock, alongside our on-site support. Here are some of the practical ways our staff benefit from being in the Paddock Staff Team.

CYCLE 2 WORK	Save at least 30% on a brand new bike, and cycling accessories	LIFESTYLE SAVINGS	WELLNESS CENTRE
CAR MAINTENANCE	Save up to 12% on car servicing, MOTs, car repairs and spread the cost	Vectis Card savings with big name brands	Body, Mind, Money, Nutrition and Social Wellbeing
CANCER COVER	HEALTH4ALL	HOME AND ELECTRONICS	Spread your costs with Payroll Pay®
Plan4Life Cancer Cover from BHSF Up to £25,000	Health cash plan to manage the cost of everyday healthcare	LIFE INSURANCE	Care4 covers financial expenses should you die

“Staff feel they can always talk to leaders if they have a concern.”
OFSTED 2021

Please go to www.smartschoolbenefits.co.uk. Full access will be granted once you commence work at Paddock School.

FIVE YEARS OF GROWTH

Working towards excellence

The vision, values and aspirations for pupils underpin all that we do at Paddock School and form the basis of the school's goals.

Our Five Year Plan charts a course for us to demonstrate our values.

Each year we set targets, so that staff, pupils and families can see our priorities clearly.



1



A Year to Nurture

Our Year to Nurture gave pupils a 'Welcome Back' curriculum after the pandemic. They recognise that school is a safe place and that their needs and their communication are understood. The wellbeing of pupils, staff and families is paramount.

2020-21

2



A Year to Inspire

Our Year to Inspire encouraged everyone in the Paddock community to develop leadership qualities and take pride in sharing their achievements. In our reassuring and supportive environment, we inspire and facilitate each member of the community to be outstanding.

2021-22



3



A Year to Transform

Our Year to Transform encourages the sharing of best practices and celebrates the school's growth. We look forward to building strong mentoring relationships and maintaining the holistic wellbeing of the Paddock community.

2022-23

4



A Year to Flourish

Our Year to Flourish focuses on enabling the whole community to cultivate health and happiness, whatever the circumstances. Challenges will be tackled with understanding and compassion.

2023-24

5



A Year to Celebrate

Our Year to Celebrate is an opportunity to reflect on our triumphs and setbacks over the past five years, to refine our visions and values, and to build on our achievements.

2024-25

CASE STUDIES

Career progression

Frances Young



Teaching Assistant to Acting Head of School and Assistant Headteacher.

Having started working at Paddock School as a Teaching Assistant 11 years ago, I very quickly saw what an exceptional place it was and decided to train to be a teacher. From that moment on, I have been inspired by both the pupils and the dedication and passion shown by the staff who work every day to nurture, inspire and transform the lives of our young people.

During my time at Paddock, I have had endless opportunities to develop my knowledge through training, including TEACCH, Attention Autism, Curiosity Programme, SCERTS, Team Teach, NPQML (to name a few) which has supported me in my journey from Teaching Assistant, to Teacher, to Head of Department and now to Assistant Head.

“At Paddock, the pupils really are at the heart of everything we do and there is truly nothing more rewarding than seeing them thrive.”

Victor Exposito



Teaching Assistant to Teacher

I applied for a Teaching Assistant (TA) position at Paddock, after the school was recommended to me. I had experienced students with SEND when I was at university. At my interview, I was shown around the school and met some of the students. I felt so welcomed to Paddock.

I was a TA for 3 months, learning every day from an amazing teacher and five great TAs, who helped me to get to know Paddock and the students. I applied for a TA with Additional Responsibilities (TAAR) and happily I got it! I learnt a lot about the school processes, strategies, and the teacher's role. After a year, I was immensely proud to be appointed as a Teacher at Paddock School.

I am staying at Paddock because I absolutely love my job. I enjoy every minute I spend with the students. I feel incredibly happy when I support a student to become more independent in their life skills. I love having different interactions with all the students, saying good morning or making them laugh when I tell them a joke! I am very happy and proud of working at Paddock School.

“Every single worker at Paddock has a huge heart and a smile on their face when working with our amazing students.”

STAFF SURVEY

What you really think

This year I have been grateful for...

"The way that I have been welcomed to the team."

"The support from the SLT (Senior Leadership Team)."

"My class team are phenomenal and understanding of the challenges of managing motherhood and full time working."

"The opportunities I have been given."

"Just having a good job and being given the chance to work with amazing students."

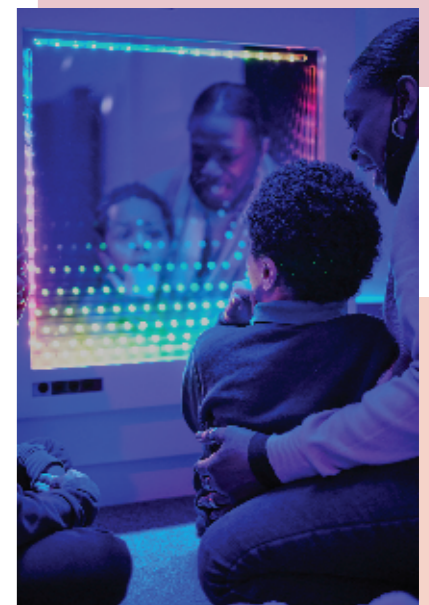


“The school culture at Paddock is brilliant – people feel supported and you can sense that.”
PADDOCK STAFF

★★★★★
4.13 Average Rating

With 5 being the most likely, please state how likely you would be to recommend somebody to work at Paddock School...

“There are always great professional dialogues throughout the school. We are treated as trusted professionals, and always get amazing support from our colleagues and the leadership team.”
PADDOCK STAFF



CONTACT

recruitment@paddock.wandsworth.sch.uk
020 8788 1521

School sites

Paddock Lower and Middle School
St Margaret's Crescent
London
SW15 6HL

Paddock Upper School & Sixth Form
Priory Lane
London
SW15 5RT

Website

www.paddock@wandsworth.sch.uk



@TweetPaddock



@PaddockSchool



Paddock School

To Nurture, Inspire and Transform Lives

