



Great Malvern Primary School
Part of the Mercian Educational Trust



Teaching Assistant Level 1
1:1

18th December 2025

Closing Date: Friday 17th January 2025
Start Date: Monday 24th February 2025
Headteacher: Sarah Green
CEO: Dafydd Lawday



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Letter from the Headteacher

Dear Applicant,

Thank you for your interest in the post of One-to-one teaching assistant at TA1 at Great Malvern Primary School, part of the Mercian Educational Trust. We are a growing and ambitious school with the most amazing children and a fantastic and supportive staff team who offer our pupils engaging and inspiring learning opportunities every single day.

We are looking for an enthusiastic teaching assistant to join our team who understands the importance of working in this way and is fully supportive of our vision and values. Someone who will demonstrate that they can offer our community commitment and skill to enhance the experiences and enable our ambitious learners to meet their full potential across the curriculum.

If you want to find out more about our school, you may choose to view our website <https://www.greatmalvernprimary.com/>. Visits to the school are welcomed - it would be a pleasure to meet you and to show you around our wonderful school.

Yours faithfully,

Sarah Green

Executive Headteacher



On a daily basis you will:

- Support an individual in accessing and understanding lesson objectives
- Support positive behaviour in class and beyond
- Direct individual activities within and away from the classroom including implementing 'catch up' programmes and same day intervention
- Assist in the planning and preparation for the individual's learning
- Promote the self-esteem, progress and independent learning of individual
- Support participation in general school activities including assembly, break and activities, sports day, educational visits etc. as required
- Assist with the preparation or resources
- To undertake designated administrative tasks, to support teaching and learning





The Recruitment Process

Closing Date:

All applicants are required to fully complete the Mercian Educational Trust application form which can be found on the [MET website](#). Completed applications should be emailed to our School Office at gmpsoffice@metacademies.org.uk or delivered to the school office. Applications in any other format will not be accepted.

Applicants must enclose details of two references. These must be recent; usually one will be a current employer who can comment on your suitability to work with children, however, if this is not possible, this can be a previous employer. We ask that friends and relatives are not named to provide a reference. We will ask for references from all short-listed candidates and require both references to be received before the interview. We may contact any previous employer listed on your form to clarify any information.

Shortlisting will be based on the applicant's suitability for the post linked to the job description and person specification. Please ensure your application matches these requirements. The closing date is Friday 17th January 2025. Applicants will be invited to interview via email following shortlisting, with the interview date planned for Monday 20th January.

Please contact our School office on 01684 574219 or via email at gmpsoffice@metacademies.org.uk for further details or if you have any questions.

Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check



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About Our School

Great Malvern is a growing primary school that has a nurturing and forward-thinking philosophy. We are proud of our inclusive ethos and value all members of our school community. We aim to give all children an excellent start in life by ensuring they receive an outstanding education and have the opportunity to undertake a wide range of experiences.

As an early academy convertor, we are one of the founding schools in Mercian Education Trust, a small Trust comprising of five Worcestershire schools, over 6 sites and one Herefordshire school.

Our local community is mostly settled, and there are strong family connections with the school. It is not unusual for parents, grandparents, and even great grandparents of pupils to have attended Great Malvern. A large majority of staff employed in school have either attended Great Malvern, had their own children in school, or live close by.

We are proud of the way our learners are prepared for the next phase of their education and beyond, promoting our *ALIVE* curriculum model which encourages Aspirational, Linked, Inclusive, Varied and Engaging learning, enhanced by a balanced and interesting enrichment programme of additional experiences and visits.

Great Malvern School has powerful global links with Martinshamba Primary Schools in Tanzania, and this makes a direct contribution to our creative and enriched curriculum.



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About Our School



Key Information about our school	
Type of school	Primary Academy
Age Range	Nursery from 2 years 9 months School is 4 -11
Location	Lydes Rd, Malvern WR14 2BY
Trust	Mercian Educational Trust
Number of children	337
Number of classes	Nursery and 14 classes
Average class size (primary)	24
Last Ofsted Inspection	September 2024
% eligible for Pupil Premium Funding	53%
% of children with SEN	16%
% of children with EAL	2%



Job Description

Job Title: Teaching Assistant 1:1 TA1

Salary Scale Point: From £13,938.25

Employer: Mercian Educational Trust

Closing Date: Friday 17th January 2025

Interview Date: Monday 21st January 2025

Starting Date: Monday 24th February 2025

Hours: 25 hours

Job Purpose

We are looking for a Teaching Assistant to start with us. Keen to work with our team we are looking for the successful candidate to bring with them a sense of team work and enthusiasm. Working alongside our class teachers and other TAs in you will support children in class to enable them to engage fully with school life and prepare them for the next stage of their learning journey. The role will involve working with children in small groups and on a 1:1 basis as well as supporting with whole class activities.

This role will be supervised by classroom teacher, a designated supervisor, and/or SENDCo

**This post requires the ability to perform a role that involves frequent contact with children
This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020
You must be able to perform a role that involves constant contact with children**



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Generic Responsibilities

Under the direction of and within an education plan provided by the classroom teacher:

- Supervise the activities of individual to ensure their safety and facilitate their physical and emotional development.
- Use specialist skills to undertake those activities necessary to meet the learning, physical and emotional needs of pupils.
- Use specialist skills to foster the intellectual and social development of the individual.
- Undertake those activities necessary to meet the physical and emotional needs of individuals and groups of children, including pupils with educational, physical or emotional special needs.
- Within competence, to assist the teacher in the delivery of educational and developmental work programmes.
- To monitor and report individual's progress, achievements, problems and developmental needs to the classroom teacher or designated supervisor as appropriate.
- Assist the classroom teacher in the planning of work programmes for individual.





Person Specification

Experience and Education

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable
Experience of working with groups of children to deliver high quality interventions and support		✓
Excellent classroom practitioner and commitment to make learning engaging		✓
Experience in working alongside class teachers		✓
Experience of working with children with EAL		✓
Experience of working with in Early Years		✓
Experience of Phonics		✓
Experience of British Sign Language		✓
Education and qualifications		
Maths & English GCSE qualifications at Grade C	✓	
Relevant professional qualification at Level 3	✓	
3 years experience of working in the care of children	✓	



Person Specification Skills and Attributes

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Ability to work with mixed ability groups.	✓	
Supporting the policies, practices and ethos of the school	✓	
Understanding of behaviour management techniques for groups and individuals	✓	
Excellent interpersonal skills	✓	
Excellent organisational skills and ability to prioritise	✓	
Have a passion for learning and for enabling pupils to develop as enthusiastic learners	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
Flexible/resilient and able to respond with good humour to the unpredictable	✓	





Person Specification Skills and Attributes

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Ability to make positive and professional relationships with all members of the school community	✓	
Ability to meet deadlines and respond positively to high expectations	✓	
A friendly and approachable style, while maintaining professional boundaries	✓	
Excellent organisation skills but the ability to be adaptable and flexible	✓	
Ability to be calm and resilient when under pressure	✓	
Excellent time-keeping	✓	





Person Specification Safeguarding

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Personal Qualities	Essential	Desirable
Ability to perform a role that involves constant contact with children	✓	
Ability to perform a role that requires engagement in regulated activity relevant to children.	✓	

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

You must be able to perform a role that involves constant contact with children





Benefits of Working with Mercian Educational Trust

Salary Sacrifice Schemes

Cycle to work, Electric Vehicle Leasing, and Tech Benefits

Employee Health Assistance

Our employee assistance programme gives you access to confidential, independent, and unbiased information and guidance 24/7. Employees also have access to the Wisdom App which supports wellbeing and mental health.

Career Progression

We want to encourage the career progression of our employees wherever possible, and we support staff who wish to move between our schools and the central teams when suitable roles arise.

Pension

As a teacher, you will automatically enroll into the Teachers' Pension Scheme. As Support Staff, you can opt-in to the Local Government Pensions Scheme – one of the most competitive on the market.

Collaboration

All employees have opportunities for collaboration, CPD and access to support from the central team. Teaching staff also have opportunities for guidance in all areas of the curriculum and assessment and sharing good practice.

Eye tests and Flu Jobs

All employees can access free eye tests and annual flu jab.

Free Car Parking

All employees have access to free car parking on or near the school premises.

Childcare – Wraparound discount

Employees can access wraparound care provided at any of our schools at a reduced rate of 50%. Please note: Discounts do not apply to Nursery provisions.



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