



Achievement  
Support Assistant  
February 2024



# NEWLAND SCHOOL FOR GIRLS

Cottingham Road, Kingston Upon Hull, HU6 7RU  
Tel: 01482 343098 Fax: 01482 441416 E-mail: nsg\_admin@thrivetrust.uk  
www.newlandschool.co.uk  
**PRIDE ASPIRE EXCELLENCE**



Headteacher: Vicky Callaghan

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Dear Candidate

Newland School for Girls is a diverse, highly aspirational and academically high achieving school. We are rightly proud of being all-girls, serving and educating young ladies in Hull for over 100 years. We encourage every student to have high aspirations and the ambition to succeed.

We offer a unique educational experience in the city and girls who are part of our school become part of the strong network of Newland Old Girls, within the city and beyond. We promote the traditional values of respect, care for each other and self-discipline, while celebrating the school's diverse talents, abilities and cultures. Our students work together in a well-ordered, harmonious and happy community drawn from all cultures and backgrounds across the city.

We place a high value on care and nurture to enable all our students to make rapid academic progress and grow into caring and responsible young adults. Our students have a keen appreciation of moral values, a lively sense of purpose and a justified pride in themselves. They value highly the support they receive from teachers, the challenge they receive in lessons and the tolerance and respect all students have for each other in their school community. We have high levels of attendance and punctuality. Our students are successful, personable and motivated to learn. "Students' good behaviour and highly positive attitudes to learning are underpinned by good promotion of spiritual, moral, social and cultural education." We place a high value on the development of character alongside, a student's ability to achieve excellent examination results.

Newland is a school you can teach in. It is not without its challenges but we work hard as a staff team to ensure consistency and rigour in the education and support we provide. We are invested in the work we do and the impact we have collectively. Every employee is a part of that team and contributes to the outcomes of the students.

I hope that your research has enabled you to see what we have to offer and that by applying you want to be part of this success culture.

Yours sincerely  
V Callaghan





# Welcome to Newland School for Girls

Newland SFG is an 11-16 all girls Academy with a partial brand new BSF building linked to our 1900's listed building.

We have approximately 695 students on roll. We are a very popular school in the city with many parents hoping for a place for their child.



Newland School for Girls, Cottingham Road, Kingston upon Hull HU6 7RU  
Telephone: 01482 - 343098 Email: [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk)



# Examination Results 2023

2023 has been a fantastic year for Newland. Despite the national issues surrounding the reduction of grades awarded to bring results in line with pre COVID grades, Newland has continued to showcase the strength in depth across all subjects.

## Key Stage 4 GCSE Results 2023

Performance Measure	2023/24
Attainment 8 Score	43.6
4+ inc Maths and English	56%
Ebacc Entry	77%
Ebacc APS	3.89



Newland School for Girls continues to provide the highest quality education for its students. 25% of all grades awarded this year were at a 7 or better and 4%, significantly higher than the national average, of all grades awarded were at the top level, Grade 9. As a school we are rightly proud of our students' achievement.





**Welcome from  
Thrive Co-operative  
Learning Trust Chief  
Executive Officer  
(CEO), Jonathan  
Roe**

On behalf of Thrive Co-operative Learning Trust, I would like to thank you for your interest in working with us.

Our mission is to *inspire pupils to thrive in life*. We work cooperatively as a multi-academy trust to enable each pupil, school, and community to reach their fullest potential, and to aspire living our co-operative values.

We hope that you would like to join us in this mission.




## Our Values



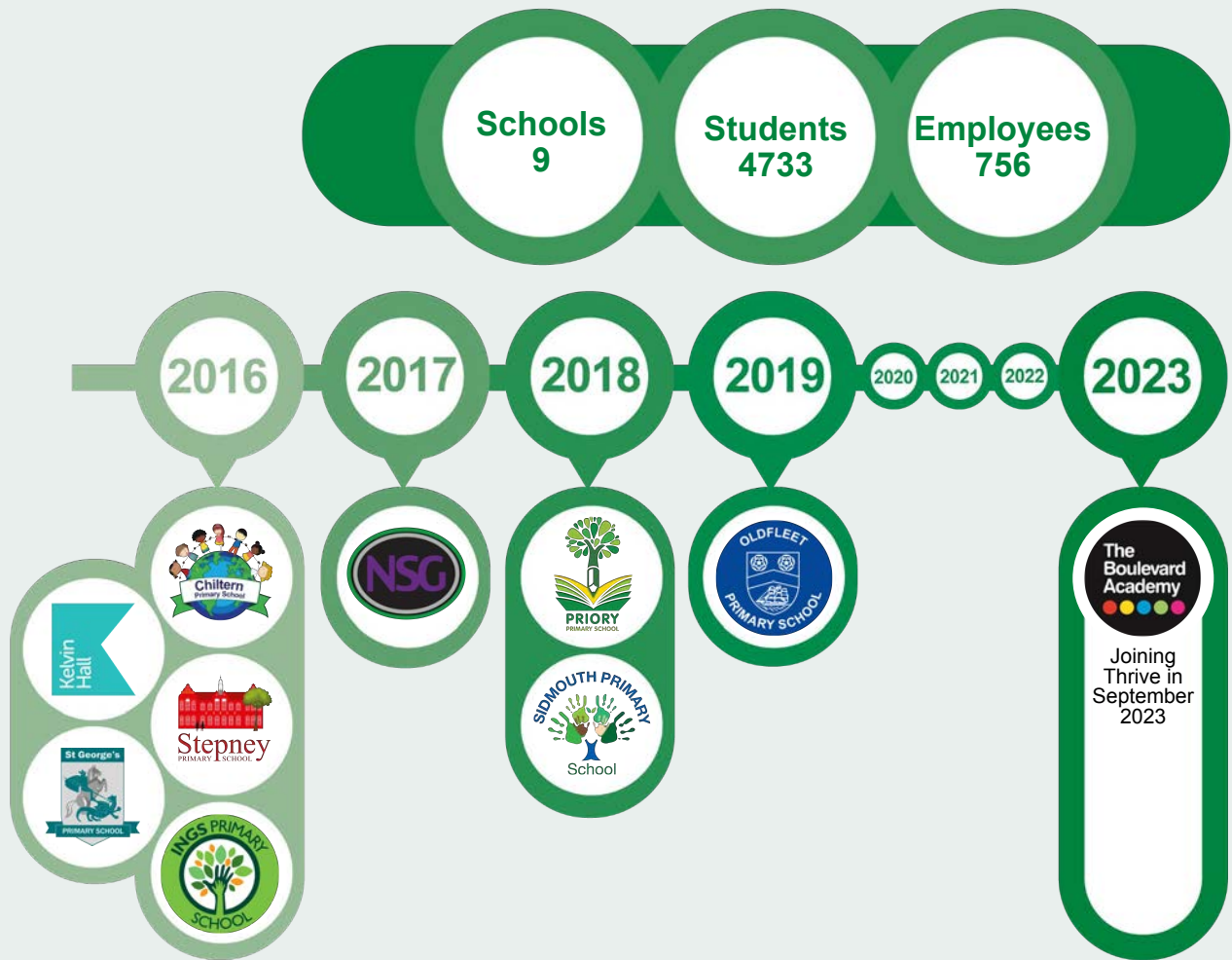
### Thrive Mission Statement *Inspiring pupils to thrive in life*

Thrive Co-operative Learning Trust **understands thriving to mean learning**, and learning to mean **growing in knowledge, self-reliance and in responsibility towards others**. Achieving this will allow pupils and staff to **develop a sense of agency and co-agency**, which is the awareness that we are powerful and can affect change, that life is something to be grasped rather than something that happens, and that we have maximum impact when **we work together for the common good**. This sense of agency plays out at three scales as it affects the future of **the individual, their community (local and national), and their planet**.

View our Thrive Charter here... 



# Our Journey so far...

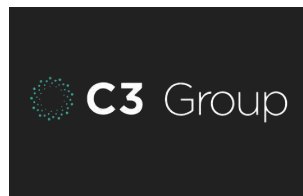


## Our Partners

Our ongoing partnerships with the following organisations



Our partnership with the Reach Foundation is leading us to develop a 'Cradle to Career' model across our three schools in HU3 - and later across the whole of Thrive.



Our recent partnership with C3 Group has brought us closer to achieving our goal of net-zero emissions, reinforcing our pledge to create a more sustainable future for our students, staff, and the wider community.



Yorkshire 100 aims to identify 100 future school leaders and take them on a development journey of peer-led support and cutting edge national and international school development.



Coop Schools provides services and support for the network of cooperative schools, strengthening school improvement and local accountability.



Registered Office Address:  
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**Achievement Support Assistant**  
**Grade 4, scp 5 - 7 (£16,116 to £16,660 actual)**  
**30 hours per week, Term Time only + 2 days**  
**Monday - Friday 08:45 - 15:15 (30 Minutes unpaid Break)**  
**Permanent**

The Thrive Co-operative Learning Trust is responsible for nine schools across Hull; three secondary and seven primary. A Thrive school is one that is a dynamic community of staff, pupils and their families all focussed on one thing - *inspiring pupils to thrive in life*.

Newland School for Girls is seeking to appoint a part-time Achievement Support Assistant, to join our committed team. The post is working with lower ability and SEND learners in mainstream classrooms.

We are looking for:

- Someone with excellent communications skills and the ability to work as part of a team
- Flexibility and able to work on your own initiative
- An understanding of how young people learn
- A proactive approach to professional development
- A supportive approach, with an ability to develop good relationships with staff, children, parents and outside agencies

Newland School for Girls is a successful, vibrant and diverse 11-16 community, with a city wide intake, that is committed to first-class teaching and achieving high standards across the whole curriculum.

**Closing date: Friday 08th March, 12 noon**

**Interview date: Monday 18th March 2024**

As part of Thrive Co-operative Learning Trust commitment to safer recruitment processes and in accordance with statutory guidance: [Keeping Children Safe in Education](#) an online search will be carried out on all shortlisted candidates.

**Please note, we do not accept CVs, applications must be submitted using our application form.**

**Our commitment to Safeguarding:** Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK.

This role involves contact with children and provides regular access to children, therefore it is 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

**Our commitment to equality and diversity:** Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.

Please visit [Thrive Trust website](#) to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school.



# Job Description

<b>Post Title</b>	Achievement Support Assistant
<b>Grade</b>	Grade 4
<b>Location</b>	Newland School for Girls
<b>Reporting to</b>	SENCO

## Purpose of Role

To work under the instruction/guidance of teaching/senior staff to undertake work/care/support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area.

## Key Responsibilities

- Supervises and provides particular support for pupils, including those with special needs, ensuring their safety and access to learning activities.
- Assists with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes.
- Establishes constructive relationships with pupils and interacts with them according to individual needs.
- Promotes the inclusion and acceptance of all pupils.
- Encourages pupils to interact with others and engage in activities led by the teacher.
- Sets challenging and demanding expectations and promotes self-esteem and independence.
- Provide feedback to pupils in relation to progress and achievement under guidance of the teacher.

## SUPPORT FOR THE CURRICULUM

- Undertakes structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses.
- Undertakes programmes linked to local and national learning strategies e.g. literacy, numeracy, KS3, early years recording achievement and progress and feeding back to the teacher.
- Supports the use of ICT in learning activities and develop pupils' competence and independence in its use.
- Prepares, maintains and use equipment/resources required to meet the lesson plans/relevant learning activity and assists pupils in their use.



## SUPPORT FOR THE SCHOOL

- Is aware of and complies with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Is aware of and supports difference and ensures all pupils have equal access to opportunities to learn and develop.
- Contributes to the overall ethos/work/aims of the school Appreciates and supports the role of other professionals
- Participates in training and other learning activities and performance development as required and attends and participates in relevant meetings as required.
- Assists with the supervision of pupils out of lesson times, including before and after school and at lunchtime.
- Accompanies teaching staff and pupils on visits, trips and out of school activities as required and takes responsibility for a group under the supervision of the teacher.
- To promote and safeguard the welfare of children and young person's in accordance with Safeguarding Children in Education under the provisions of the Education Act 2002 section 175.

## Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.

<b>Responsibilities for Staff:</b>	None
<b>Responsibilities for Customers/Clients:</b>	Safeguarding and promoting the welfare of children.
<b>Responsibility for Budgets/Financial Resources:</b>	None
<b>Responsibility for Physical Resources:</b>	None



		E	D	How Identified
<b>Qualifications</b>	GCSE grade C or above in English and Mathematics	✓		C, AF
	NVQ 2 for Teaching Assistants or equivalent qualifications or experience	✓		
	Training in ICT.	✓		
<b>Relevant Experience</b>	Completion of DfES Teacher Assistant Induction Programme	✓		AF
	Understanding of relevant policies/codes of practice and awareness of relevant legislation.		✓	AF, I
	Experience of working with or caring for children of relevant age.		✓	
	General understanding of national stage curriculum and other basic learning programmes/strategies	✓		
Good interpersonal skills	✓			
<b>Skills (including thinking challenge/ mental demands)</b>	Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	✓		AF, I
	Ability to make appropriate decisions quickly using own knowledge and initiative on a range of issues affecting the well-being and safeguarding for students.	✓		
	Must be articulate with the ability to communicate at all levels of society.	✓		
	A knowledge and commitment to safeguarding and promoting the welfare of children and young people.	✓		
<b>Knowledge</b>				AF, I
<b>Interpersonal/ Communication Skills: Verbal/ Written Skills</b>	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people.	✓		
	Ability to communicate effectively in a non-judgemental way with students and parents. Need to communicate confidently and be able to use courtesy and tact; be clear and accurate.	✓		
<b>Disclosure of Criminal Record:</b>	The successful candidate's appointment will be subject to the School obtaining a satisfactory and Enhanced disclosure from the Disclosure & Barring Service (if ticked as an essential requirement).	✓		DBS
	If the postholder requires a DBS disclosure the candidate is required to declare full details of everything on their criminal record.	✓		AF (after short listing)



# How to apply



Application forms can be downloaded from our website and should be returned to [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk) by the closing date below.

Should you wish to have an informal and completely confidential discussion please contact Guy Lloyd via email on [lloydg@thrivetrust.uk](mailto:lloydg@thrivetrust.uk) if you would like to arrange a visit to the school, please contact via email ([edwardsh@thrivetrust.uk](mailto:edwardsh@thrivetrust.uk)) or telephone Newland School for Girls 01482 343098.

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