



**Advanced Teaching Assistant
and / or
Higher Level Teaching Assistant
Castleton Primary School**

Yorkshire Endeavour Academy Trust
Waterstead Lane, Whitby, YO21 1PZ

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Dear applicant,

Allow me to extend a warm welcome from all governors, staff and children of both Glaisdale and Castleton Primary Schools. I am delighted you have shown interest in joining us and I look forward to sharing with you what makes our schools very special places to work.

Our children are delightful, happy, confident and energetic. They are passionate about their learning and enjoy a wide curriculum, with access to 1:1 iPads, outdoor learning areas and well-stocked libraries. Through the pandemic, they have demonstrated incredible resilience, adapting to new ways of learning, including contributing to live virtual lessons. Our children have many talents and we pride ourselves in providing lots of opportunities for every child to contribute to the wider school community. We are looking for a teacher and developing leader who can take the love of learning that our children come to school with each day and use it to inspire awe and wonder; someone who can embrace all aspects of the curriculum.

Castleton, Glaisdale and Lealholm schools work very closely together and the staff teams across all three are passionate about their work and supportive of each other. Flexibility is crucial, particularly within our small school settings, and the successful candidates will need to lead by example in this respect. The teacher in charge will develop positive working relationships, motivating and supporting staff across the three schools. As part of the senior leadership team, the teacher in charge will act as a role model for staff, whether this is through mentoring and modelling, delivering effective staff training or presenting a positive outlook and supporting leadership decisions. First and foremost, the teachers in charge will need to be effective class teachers but will also be expected to demonstrate impact through their subject leadership, which is likely to be of a core curriculum area.

This is an exciting time to join us. As part of the Yorkshire Endeavour Academy Trust, our team are working in partnership across the Whitby area to share, learn and inspire. Through our Trust we are able to access support, training and resources from the Esk Valley Alliance and Yorkshire Endeavour English Hub, which means staff members have a wide range of colleagues, tools and resources to help them develop not just in the classroom but beyond.

I hope that you will take the time to find out more about our schools. Good luck with your application. I look forward to reading it.

Olly Cooper,
Headteacher of Castleton and Glaisdale Primary Schools

Yorkshire Endeavour Academy Trust

Our Vision and Values

Vision

- **Ethical** action for a world class education.
- **Nurturing** relationships at the heart of our communities.
- **Brave** leadership in a changing landscape.

Values

- Providing world-class education to all children through an ambitious curriculum.
- Encouraging curiosity and a lifelong love of learning.
- Wrapping around our community through an inclusive nurturing approach.
- Taking pride in local heritage whilst preparing our children to be global citizens.
- Collaborating with partners in education and universal services to support each child's unique journey.
- Highlighting and sharing excellent educational practice for the benefit of all.
- Growing and developing people in all roles to be their very best.

Context of the schools

Glaisdale Primary School



Glaisdale Primary School

Glaisdale school currently has 26 pupils on roll across two classes: Explorers (EYFS/KS1) and Adventurers (KS2). We have a relatively new staff team who have worked hard in recent months to develop our curriculum, sports offer, school council and EYFS provision.

Our children love the great outdoors and our rural location provides lots of opportunities for sport and adventurous activities. We would love our new teacher in charge to share this passion, taking the lead on improving our sports and PE provision in order to achieve local, regional and national recognition.

Staff have developed excellent relationships with our parents and 100% of those completing a recent survey said they would recommend Glaisdale to other parents.

Find out more about life at Glaisdale by visiting our website:

<https://www.glaisdaleprimaryschool.co.uk/> or viewing our active Facebook page.

Castleton Community Primary School



Castleton currently has 52 pupils on roll across two classes: Acorns (EYFS/KS1) and Oaks (KS2). Outdoor learning is a key feature of our provision and children have regular opportunities to participate in a range of activities either on the school grounds or within a local woodland area. Hidden behind our historic building are extensive grounds, which include tiered gardens featuring a pond, greenhouse, adventure play area, stage, quiet zone, forest school site and, in the near future, an outdoor classroom! Our children are also interested in music and the arts and we would love our new teacher in charge to share these passions, in order to lead on further improvements.

Our parents are very keen to be involved in the life of the school and we have an active PTFA. A recent parent survey showed that 100% of respondents would recommend Castleton to other parents.

For more information about Castleton, please visit our website:

<https://www.castletonprimaryschool.co.uk/> or see our Facebook page

Application Process

The closing date for all applications is **9am, Monday 19th February 2024**
Interviews will be held shortly after

Please apply via NYC Jobs

Please state on your application if you are applying for the ATA and / or HLTA role.

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

Queries & Visits / Calls with the Head

Visits to the school and informal chats with our Headteacher Olly Cooper are welcomed. Please contact NYES.Resourcing@northyorks.gov.uk



Job Description
Higher Level Teaching Assistant (HLTA)

POST:	Higher Level Teaching Assistant (HLTA)
GRADE:	Grade F SCP 8-13
RESPONSIBLE TO:	Head Teacher
STAFF MANAGED:	None
JOB PURPOSE:	<p>To complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision.</p> <p>To advance pupils' learning in a range of classroom settings, including working with individual pupils or groups and whole classes where the assigned teacher is not present, e.g. PPA time or covering short term absence. Activities involve planning, preparing and delivering learning lessons as well as monitoring pupils, assessing, recording and reporting on pupils' achievement, progress and development, under the direction of the class/subject teacher.</p>
JOB CONTEXT:	<p>This school is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School.</p> <p>We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.</p> <p>An ability to fulfil all spoken aspects of the role with confidence through the medium of English.</p>

ACCOUNTABILITIES / MAIN RESPONSIBILITIES

Supporting Learning & Development

- Cover short term teacher absence and communicate pupil.
- Within an agreed system of supervision, plan and deliver learning activities and evaluate and adjust lessons / work plans according to pupil responses/ needs.
- Monitor, record and evaluate pupil responses to learning, monitoring strategies against pre-determined learning objectives.
- Interact with pupils in ways that support the development of their ability to think and learn, and work independently.
- Support the development and implementation of appropriate behaviour management strategies, to anticipate and manage behaviour constructively, promoting self-control and independence.
- Support pupils in their social and emotional wellbeing, and develop and implement related social, health and physical programmes.
- Take account of the effects of different parenting approaches, background and routines, and be involved in home school liaison.
- Encourage and motivate pupils to promote independence and resilience and increase self-esteem.
- Participate in the development, implementation and monitoring of systems relating to attendance and integration e.g. registration, truancy, pastoral systems etc.

	<ul style="list-style-type: none"> • Accompany or act as a group leader on educational visits, and other activities outside of the classroom, supervising the pupils. • Provide supervision during breaks as required
<p>Communication</p>	<ul style="list-style-type: none"> • Establish constructive and respectful relationships with parents/carers, exchange appropriate information, facilitate their support for their child's attendance, access and learning and support home to school and community links. • Play an appropriate part in establishing effective relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.
<p>Sharing Information</p>	<ul style="list-style-type: none"> • Provide objective and accurate feedback and reports on pupil attainment, progress and other matters, ensuring the availability of appropriate evidence. • Participate in meetings with other staff, external professionals, and parents, regarding pupils, in a support capacity to the teacher, who will normally lead on such matters. • Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality. • Participate in staff meetings. • Share information about pupils with teachers and other professionals as required.

Safeguarding and Promoting the Welfare of Children/Young People	<ul style="list-style-type: none"> • Assist pupils with personal hygiene, and welfare, including physical and medical needs, whilst encouraging independence. • Be responsible for promoting and safeguarding the welfare of pupils that you are responsible for and come into contact with, reporting concerns as appropriate.
Administration/Other	<ul style="list-style-type: none"> • Organise and manage an appropriate learning environment and resources. • Co-ordinate the activities of students entering the school for the purpose of work experience/ work placements. • Support the use of ICT to advance pupils' learning and use common ICT tools for own and pupils' learning. • Assist with administrative support e.g. dealing with correspondence, compilation/ analysis, reporting on attendance, exclusions etc., making phone calls. • Supervise and provide access arrangements for pupils sitting internal and external examinations, ensuring that examinations comply with Examination Board Regulations. • Under the guidance and supervision of a class teacher be responsible for marking the register or being a form tutor. • Participate in training and appraisal.
Data Protection	<ul style="list-style-type: none"> • To comply with Yorkshire Endeavour Academy Trust's policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.
Health & Safety	<ul style="list-style-type: none"> • Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist

	<p>or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.</p> <ul style="list-style-type: none"> • Work with colleagues and others to maintain health, safety and welfare within the working environment.
Equalities	<ul style="list-style-type: none"> • Promote inclusion and acceptance of all pupils. • Ensure services are delivered in accordance with the aims of the equality Policy Statement. • Develop own and team members understanding of equality issues.
Flexibility	<ul style="list-style-type: none"> • Yorkshire Endeavour Academy Trust provides front line services, which recognises the need to respond flexibly to changing demands and circumstances. Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post and would be subject to consultation. All staff are required to comply with Yorkshire Endeavour Academy Trust Policies and Procedures.
Customer Service	<ul style="list-style-type: none"> • Yorkshire Endeavour Academy Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment. • Yorkshire Endeavour Academy Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.

Person Specification
Higher Level Teaching Assistant (HLTA)

Essential upon appointment	Desirable on appointment
<p>Knowledge</p> <ul style="list-style-type: none"> • Good understanding of child/young people's development and learning processes. • Understanding of individual children and young peoples' needs. • An understanding that children/Young people have differing needs and knowledge of inclusive practice. 	<ul style="list-style-type: none"> • Knowledge of Behaviour Management techniques. • Knowledge of Child Protection and Health & Safety legislations and procedures.
<p>Experience</p> <ul style="list-style-type: none"> • Significant experience of working with children in an education setting. 	<ul style="list-style-type: none"> • Experience of delivering evidence based interventions that accelerate learning. • Experience in a relevant specialism e.g. Art/Music/Sport.
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe. • Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers. 	
<p>Qualifications</p> <ul style="list-style-type: none"> • Level 2 numeracy & literacy qualification or equivalent • HLTA status or QTS ** • ** It is essential that Higher Level Teaching Assistants are assessed against and meet the HLTA standards, or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class. 	<ul style="list-style-type: none"> • Relevant NVQ level 4 or foundation degree. • Appropriate first aid training (Dependent on the school's needs).

<p>Personal Qualities</p> <ul style="list-style-type: none"> • Demonstrable interpersonal skills. • Ability to work successfully in a team. • Able to exercise judgement. • Confidentiality • Flexibility 	<ul style="list-style-type: none"> • Creativity.
<p>Other Requirements</p> <ul style="list-style-type: none"> • Enhanced DBS clearance. • To be committed to the school's policies and ethos. • To be committed to Continuing Professional Development. • Motivation to work with children and young people. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Emotional resilience in working with challenging behaviours and attitudes. • Ability to use authority and maintaining discipline. • An empathy for equality & diversity. • The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post 	

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.

Job Description
Advanced Teaching Assistant (ATA)

POST:	Advanced Teaching Assistant (ATA)
GRADE:	Grade D SCP 4 – 6
RESPONSIBLE TO:	Head Teacher
RESPONSIBLE FOR:	None
JOB PURPOSE:	
<p>To work, under the direction of the class teacher and other appropriate staff, in assisting in and contributing to the planning, delivery and evaluation of the learning process. The post holder will work in classes, or other appropriate locations with access to support and guidance, supervising groups and /or individual pupils.</p> <p>To assist in the induction and development of classroom support staff as required.</p>	
ACCOUNTABILITIES / MAIN RESPONSIBILITIES	
Supporting Learning & Development	<ul style="list-style-type: none"> • Assist in the planning and evaluation of learning activities with the teacher. Deliver learning activities for individuals and groups of pupils under the professional direction and supervision of a qualified teacher, differentiating and adapting learning programmes to support the needs of allocated pupils. • With the class/subject teacher, plan and deliver small group interventions, with clear objectives and appropriate learning outcomes. • Monitor and record pupil responses and learning achievements and give appropriate feedback to teachers towards the overall assessment of pupil progress and attainment made by the teacher and other professionals. • Interact with pupils in ways that support the development of their ability to think and learn, including the use of careful questioning.

	<ul style="list-style-type: none"> • Support and assist in the development and implementation of appropriate behaviour management strategies. • Take account of the effects of different parenting approaches, backgrounds and routines, and be involved in home school liaison, as directed by the class/subject teacher. • Support pupils in their social and emotional wellbeing in implementing relevant social, health, and physical programmes, including for those with health, social and physical needs. • Escort and supervise pupils on educational visits and out of school activities under the supervision of a teacher. • Undertake break supervision as required.
Communication	<ul style="list-style-type: none"> • Establish rapport and respectful, trusting relationships and communicate effectively with pupils, their families and carers, and other agencies / professionals. • Initiate appropriate and effective communication with the class teacher, and other professionals, forging and sustaining relationships across agencies.
Sharing Information	<ul style="list-style-type: none"> • Assess, record and report on pupils' attainment and progress within assessment and reporting processes. • Participate in meetings with other staff, external professionals and parents regarding pupils, in a support capacity to the teacher, who will normally lead on such matters. • Assist in the induction and development of classroom support staff, cascading information and good practice. • Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality.

	<ul style="list-style-type: none"> • Participate in staff meetings. • Share information confidentially about pupils with teachers and other professionals as required.
Safeguarding and Promoting the Welfare of Children & Young People	<ul style="list-style-type: none"> • Carry out tasks associated with pupil's personal hygiene and welfare, including personal intimate care, physical and medical needs, whilst encouraging independence [As required – training will be given if appropriate]. • Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising concerns as appropriate.
Administration/Other	<ul style="list-style-type: none"> • Assist the teacher and work as directed in preparation of the classroom and resources for planned work to take place. • Undertake routine clerical duties as required. • Support the use of ICT and adhere to relevant policies. • Supervise and provide access arrangement for pupils sitting internal and external examinations and tests, ensuring that examinations comply with Examination Board Regulations. • Participate in appraisal, training and other learning activities.
Data Protection	<ul style="list-style-type: none"> • To comply with Yorkshire Endeavour Academy Trust policies and supporting documentation in relation to Information Governance, including Data Protection, Information Security and Confidentiality.
Health and Safety	<ul style="list-style-type: none"> • Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure. • Work with colleagues and others to maintain health, safety and welfare within the working environment.

Equalities	<ul style="list-style-type: none"> • Promote inclusion and acceptance of all pupils. • Within own area of responsibility, work in accordance with the aims of the Equality Policy, treating individuals with respect for their diversity, culture and values.
Flexibility	<ul style="list-style-type: none"> • Yorkshire Endeavour Academy Trust provides front line services, which recognises the need to respond flexibly to changing demands and circumstances. Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post and would be subject to consultation. All staff are required to comply with Yorkshire Endeavour Academy Trust Policies and Procedures.
Customer Service	<ul style="list-style-type: none"> • Yorkshire Endeavour Academy Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment. • Yorkshire Endeavour Academy Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.

Person Specification
Advanced Teaching Assistant

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<p>Knowledge</p> <ul style="list-style-type: none"> • Good understanding of child/ young people's development and learning processes. • Understanding of individual children and young people's needs. • An understanding that children/young people have differing needs and knowledge of inclusive practice. 	<ul style="list-style-type: none"> • Knowledge of behaviour management techniques. • Knowledge of Child Protection policies & Procedures. • Knowledge of Health & Safety legislation. • Knowledge of Nurturing principles and practice.
<p>Experience</p> <ul style="list-style-type: none"> • Appropriate experience working with children in an education setting. 	<ul style="list-style-type: none"> • Experience in other relevant skills e.g. art/music/sport. • Experience of delivering evidence based interventions that accelerate learning.
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Demonstrable interpersonal skills. • Ability to work successfully in a team. • Able to exercise judgement. • Confidentiality. • Flexibility. 	<ul style="list-style-type: none"> • Creativity.
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers. • Behaviour management. 	<ul style="list-style-type: none"> • Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe.

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<ul style="list-style-type: none"> • Good reading, writing and numeracy skills. 	
<p>Qualifications</p> <ul style="list-style-type: none"> • Relevant NVQ Level 3 or equivalent. 	<ul style="list-style-type: none"> • Appropriate first aid training.
<p>Other Requirements</p> <ul style="list-style-type: none"> • Enhanced DBS clearance. • To be committed to the school's policies and ethos. • To be committed to Continuing Professional Development. • Motivation to work with children and young people. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Emotional resilience in working with challenging behaviours and attitudes. • Ability to use authority and maintain discipline. • An empathy for equality & diversity. • The ability to converse and provide advice in accurate spoken English is essential for the post. 	

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.

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.