**EAL Teaching Assistant**

**(English Additional Language)**

**Salary: Grade 4 SCP 13 - 16 £23,115 - £23,893 FTE – Pay Award Pending**

**Actual Salary: £20,664 - £21,360**

**Working Hours: Term Time Only plus 5 inset days, 37 hours per week (working 40 weeks)**

**Contract Type: Permanent**

**Start Date: 1st September 2024**

Fortis Academy is a vibrant and inclusive school committed to providing quality education to students from diverse backgrounds. We prioritize academic excellence, cultural diversity, and fostering an environment where every student feels valued and supported. As part of our commitment to meeting the needs of our English Additional Language Students (EAL), we are seeking a dedicated and empathetic English Additional Language Teaching Assistant (EAL TA) to join our team.

As an EAL Teaching Assistant, you will play a vital role in supporting the academic and linguistic development of our EAL students across all year groups.

**Your responsibilities will include but are not limited to:**

* Assisting EAL students in developing English language proficiency through one-on-one or small group instruction, focusing on speaking, listening, reading, and writing skills.
* Collaborating with classroom teachers to modify and adapt instructional materials and activities to meet the diverse learning needs of EAL students.
* Providing additional support during mainstream classroom activities to facilitate comprehension and participation for EAL students.
* Administering language proficiency assessments and monitoring students' progress over time.
* Building positive relationships with EAL students and their families to foster a supportive learning environment and promote parental involvement in their child's education.
* Assisting with the cultural integration of EAL students and promoting cross-cultural understanding and respect among the school community.
* Participating in professional development opportunities to enhance your knowledge of EAL teaching strategies, cultural competency, and best practices for supporting EAL students.

Fortis Academy is a very large 11-18 academy serving a local area of high-density housing in Birmingham’s outer suburbs. The Academy is the largest employer in the ward, with over 200 employees. It is part of the North Area Network of schools, one of six network regions in the city. The setting is uniquely split into a Foundation Academy and Senior Academy.

Fortis Academy’s vision is Enriching Lives. This is underpinned by the values of Character, Resilience and Aspiration. Our curriculum centres around three key areas; a rich and ambitious knowledge-based academic curriculum, a continuous attention to physical and mental well-being, with increasing use of 21st century technologies to support improved outcomes. We believe this combination will help our students lead confident, healthy, and fulfilled lives as adults and ready for the world of work.

**All candidates are required to provide a supporting statement on the formal application forms which states clearly your reasons for applying, skills and experience for this position.**

**Shaw Education Trust** are a thriving mix of diverse and growing schools including Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw Trust a charity organisation that focuses on transforming lives. Our schools span from Birmingham to Bury, meaning that we can support students from all walks of life, no matter their background or socioeconomic status. In doing this, we can help ensure all children are able to access a high standard of education, with all being treated equally.

In our secondary schools, we pride ourselves on our innovative approach to curriculum design, to ensure all our schools have breadth and ambition for all pupils, regardless of their starting points and barriers. Standard curriculum models don’t always engage all pupils, so we constantly seek to innovate and provide better opportunities to develop both knowledge and skills for life. We want our pupils to believe their curriculum is bold, exciting, purposeful, and ultimately leads to something meaningful for them. Some examples of our innovation include moving towards an extended school day, to provide a world class enrichment programme and more opportunities for essential skills like reading and cultural capital. We are also introducing a vocational and technical pathways, which run through the normal school curriculum but attract support from leading employers and universities to develops work-readiness in our pupils, so that they can progress onto T Levels and apprenticeships.

We are currently at an exciting point in their evolution, with collaboration at the heart of our collective endeavour. We don’t operate in silos: we value the power of the pack and strive to collaborate as a collective, ensuring no school or colleague is left behind. We are currently co-constructing an aligned curriculum across all EBacc curriculum subjects, to create a world class curriculum, rich in powerful knowledge and skills. This is driving up standards through the sharing of the very best practice, whilst allowing each school sufficient flexibility for autonomy to do what is right for their local context. A by-product of this approach has been the reduction in planning workload for colleagues, meaning they can spend more time on the things that matter and fostering strong relationships with pupils and delivery of the curriculum.

Please visit our Careers site for more information on Fortis Academy [Fortis Academy Career Site (schoolrecruiter.com)](https://fortisacademy.schoolrecruiter.com/)

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Description automatically generated or click the QR Code to see all vacancies with Fortis Academy

**Shaw Education Trust offer the following benefits with your Teaching or Support Staff employment:**

* An excellent Local Government Pension Scheme (Support Staff) / Teachers Pension (Teaching Staff)
* **Support Staff only** based on working **full time, all year** - Generous holiday entitlement from your first day of employment (**37 days holiday** **rising to 39 days** after 5 years’ service including Bank Holidays)
* Access to health and wellbeing support via Occupational Health
* Cycle to work scheme
* Access to our Institute of Education and fantastic opportunities to help you **grow, contribute** and **flourish** in your role and in the Trust.

**Fortis Academy** is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, click here to review Safeguarding and Pupil Protection Policy <https://www.shaw-education.org.uk/our-trust/key-information>

This position is subject to appropriate vetting procedures including an online checks and criminal record check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions.

All shortlisted candidates will undergo an online search as part of Trust due diligence checks.

We are an Equal Opportunities employer and will ensure that all our recruitment and selection practices reflect this commitment.

**In accordance with our safer recruitment policy CV’s alone will not be accepted.**

**Closing Date: 9.00am Friday 10th May 2024**

**Interview Date: TBC**

**We reserve the right to appoint before the closing date as we review applications on an on-going basis and interviews may be arranged as suitable candidates are identified, therefore, we encourage early applications.**

Successful candidates will be subject to a fully Enhanced DBS check along with other relevant employment checks.