



Mangotsfield
School

EDUCATION SUPPORT ASSISTANT

RECRUITMENT PACK



CASTLE SCHOOL EDUCATION TRUST



Mangotsfield
School

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Letter from our Headteacher

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Thank you for your interest in being an Education Support Assistant at Mangotsfield School. This is an exciting opportunity for you to join the SEND team and to be part of the dynamic and vibrant wider Mangotsfield community, where every member of the teaching and support staff play their part. We know just how important a decision this is for you as well as us and we hope this pack and the selection process enables us both to make the right decision.

Mangotsfield School is a mixed comprehensive school, located opposite Rodway Common in South Gloucestershire, which serves years 7 to 11. The school is oversubscribed in most year groups. It is a diverse and inclusive secondary school, multi-cultural and progressive with over 25 languages spoken and celebrated.

By all the official ways we measure school success Mangotsfield School is a successful and stable school. We secured Ofsted 'Good' in every category in March 2022 and this reflects the dedication and commitment of our incredible staff body to giving our students their "best chances and best choices." We are very proud of the journey the school has been on and the ambitious path it continues to follow.

Our shared vision is to inspire all students to love learning, to embrace challenges, to understand how to show and earn respect and how to contribute towards our community. Our values are central to the student experience everyday and both curricular and extra-curricular programmes are based around these. For example our Challenge Day events promote a love of learning beyond the classroom and encourage students to develop resilience and engagement with the world around them. We take 240 Year 7 students to central Bristol each year for a historical walking tour - and they love it!

Our school population currently totals around 1200 students. Standard year group sizes are 240, although due to popularity we currently have 270 in some year groups. This school has been serving this community for seventy years, it is rooted and belongs to this community. We have several teachers who live locally, we have lots of staff who have sent their children here and we continue to have frequent visits or calls from former students keen to rekindle memories.

This school is a community school with its core purpose being to serve that community and we look forward to welcoming you to be a part of this community.

With best wishes

Hetty Blackmore

Hetty Blackmore, Headteacher



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About CSET

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Mangotsfield school is part of the Castle School Education Trust, a group of like-minded schools whose shared ambition is to provide A Great Education for Every Child. Whilst Mangotsfield retains its own unique identity and ethos, being part of a family of schools brings additional support as well as opportunities to share expertise, provision and costs across our schools.

Our trust comprises of four secondary and five primary schools in South Gloucestershire. We have a strong track record of school improvement, and a strong trend of improved outcomes and rising pupil numbers. You will be joining us at an exciting time, as we work collaboratively with eleven schools from TPLT in North Somerset, with an aim to join together to form Pathway Trust in the future.

As a trust, our ambition is to enable every child to experience a great education. We have a compelling vision for each of our schools based on a deep understanding of each community we serve. . Many of the challenges facing school leaders are common to all schools. Our approach to school improvement enables staff and pupils to benefit from the sharing of resources and expertise whilst remaining true to their unique identity and context. The Trust has employee development as a key priority.



CASTLE SCHOOL EDUCATION TRUST

Role information

Job title: Education Support Assistant

Salary: CSET 9, £27,741 FTE, £22,571 prorated

Hours: 35 hours per week, 39 weeks of the year (TTO + INSET)

Contract Type: 1 year fixed term until 31/08/2026

Start date: 1st September 2025

About the role

Working as part of the pastoral provision, you will plan and deliver targeted interventions to identified KS4 students who need additional support. You'll be working with them to maintain high expectations and identify their own personal aspirations. You'll support these students when they work independently on their core subjects, and provide mentoring interventions. At times, you may need to accompany students to off site activities.

About you

You'll be a proactive and resourceful person who is committed to securing high standards for all young people. You will have up to date knowledge and be able to demonstrate commitment to recent training related to SEND interventions, or literacy or numeracy. You will be someone with good communication and organisational skills that will include dealing with parents, outside agencies and the students. You will be someone with endless supplies of compassion and patience as well as the confidence to work with secondary students in KS4.

A good standard of Education with English and Maths as well as experience of working with young people with SEND is essential. SEND specific qualifications are desirable.

About Us

Mangotsfield School has been recognised by Ofsted as a “rapidly improving, community focused, ambitious school.” In March 2022 we were awarded Good in all categories, a testament to the vision and dedication of the leadership and teaching body.

Mangotsfield School has a strong ethos built on our four values. In all aspects of school life we encourage students to love learning, embrace challenge, give and earn respect and grow our community. Our classrooms, our corridors and our systems are built on these values. This supports our culture where we can meet individual needs and close the gaps for our students.

Mangotsfield School is a local secondary school firmly rooted in, and proudly working within the community which it serves. The school is situated in pleasant semi-rural surroundings on the north-eastern outskirts of Bristol. Mangotsfield School became an academy as part of the Castle School Education Trust in September 2015 and works in partnership with Downend School to deliver 16-19 opportunities for all students. We are committed to the professional development of all staff.

We can offer you:

- Commitment to CPD and development of all staff
- Commitment to inclusivity and fostering of diversity
- Values and vision that are lived not laminated
- Open and honest culture
- Local Government pension with up to 19% Employer contributions
- Up to 30% discount with Microsoft & Dell
- Discounted gym membership
- Life Assurance - 3 x Death in Service
- Cycle to work scheme
- Dedicated counselling service

In order to apply for this role please complete an application form by 9am, 20th June. Please let us know if you require any adjustments as part of the process.

Safeguarding Statement

CSET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Successful candidates are subject to child protection screening appropriate to the post, which will include an enhanced Disclosure and Barring Service check for the children's workforce and a Children's Barred List check.

Qualifications

Good standard of Education with English and Maths, Experience of working with young people with SEND. Desirable: Extra training in areas related to SEND interventions, such as training in specific evidence-based interventions related to literacy/numeracy/speech and language etc; knowledge and experience of provision mapping processes and tools.

Role profile

Your key role will be planning and delivering targeted interventions to identified KS4 students who need additional support with maintaining high expectations and identifying personal aspirations. This role falls within the pastoral structure. You will be supporting a small group of GCSE students to work effectively out of a base called Branch. The base provides the opportunity for students to receive “appropriate provision” and students could be on flexible timetables supported through a mentoring programme. Your role would be to support the students when they are working independently on their core subjects at Branch and to support them with mentoring interventions.

Role Responsibilities

Supporting the student

- Participate in activities designed to meet the emotional, physical and learning needs of individual children and groups of children, including those with special needs.
- Contribute to the Assess, Plan, Do, Review cycle for students on the SEND register.
- Accompany or visit students on off-site activities and external provisions e.g. school trips, placements.
- Monitor student's responses to learning activities and encourage them to take an interest in their own learning.
- Develop and maintain effective learning relationships with individual students and groups to ensure that students achieve learning targets.
- Interpret instructions to students to enable them to complete the task in hand.
- Support with the planning and lead where appropriate group work and 1:1 intervention sessions for students
- Undertake support activities outside of lessons e.g. break/lunch time supervision, homework/breakfast club

Role Responsibilities

Supporting the teacher

- Assist with the organisation of the learning environment and ensure adequate supplies of learning materials.
- Take responsibility for maintaining accurate special needs records in accordance with school policies and data protection.
- Liaise with the classroom teacher/Branch hub lead in order to plan effective support.

Supporting the curriculum

- Assist in the planning delivery and evaluation of learning activities for individuals, groups or the whole class, working with the teacher to ensure coverage of the curriculum, including ICT.
- Help students to develop their literacy and numeracy skills including reading, writing, number and shape.
- Lead small group support classes.

Supporting the school

- Provide consistent and effective support for colleagues in line with the responsibilities of this role.
- Assist with the implementation of a behaviour management programme.
- Support the maintenance of student safety and security and minimise the risks from health emergencies.
- Build successful relationships with students, parents, teaching staff, support staff and outside agencies.

Person Specification

- An experienced, enthusiastic, proactive and resourceful person who is committed to securing high standards for all young people.
- You will have up to date knowledge and continuing professional development in any specialist area of responsibility
- You will be able to demonstrate commitment to recent training related to SEND interventions, or literacy or numeracy
- You will understand what constitutes an effective intervention and will understand how to use data to inform the intent, implementation and impact of any intervention work
- You will be someone with good communication and organisational skills that will include dealing with parents, outside agencies and the students.
- You will be someone with endless supplies of compassion and patience as well as the confidence to work with secondary students KS4
- You will have excellent understanding of both numeracy and literacy and be able to support students in these areas



How to apply

COMPLETE

An application form via Eteach,
ensuring to complete your full
employment history

VISIT

mangotsfieldschool.org.uk for more
information about our School, our
values, results and much more.

CONTACT

cset-recruitment@cset.co.uk if
you have any additional questions