

Hope Sentamu Learning Trust is a growing multi-academy trust for both primary and secondary schools along with Alternative Provisions.

Since the merger between Hope Learning Trust and the Sentamu Academy Trust, we continue to develop and grow so that everyone in our communities is given the opportunity to thrive. Schools across both the Trusts had previously been working together, so we already have a family of schools who share best practice. Each one of our schools has its own distinctive character, identity and strengths which it brings to the Trust so that we all benefit from each other. We have a very bright future ahead!

### Our Vision

Our vision is really very simple. We aspire to provide a place where children and young people can thrive. The aspirations for our existing academies and those joining us are to establish environments where young people thrive. We want our schools to be places where children and young people thrive as active learners; compassionate, kind and creative individuals; caring and engaged citizens; and spiritual beings. We aim to grow together, to serve one another and nurture our children and young people.

In a world of turmoil we offer schools the opportunity to concentrate on teaching and learning, providing you with peace of mind as we look after everything else. Hope Learning Trust, York presents opportunities and expectations that promote success.

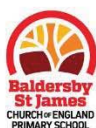
As a Trust, we want every young person to experience great teaching, so we place the highest value on developing colleagues at all levels.

By working together we can ensure:

- all children and young people have a school in which to thrive as learners, as individuals, as citizens and as spiritual beings
- all staff and all governors are nurtured
- all children develop spiritually as well as academically
- no school is left behind regardless of its context and challenges, whether these are around size, rurality or levels of deprivation
- that all governance is highly effective in supporting and challenging the local schools
- a better use of resources by collectively sharing central services
- a provision of effective teachers and support staff, sometimes working across schools in new and imaginative ways
- access to training, support and external validation from a team of highly experienced educational consultants who will also support, question and challenge
- a link to a Teaching School to train the next generation of teachers and to support and develop others
- access to national resources such as capital grants through the EFA and other funding only being made available to MATs

Good luck with your application and I look forward to hearing from you

Helen Winn  
Chief Executive Officer



General Teaching Assistant, 25 Hours per Week, Term Time Only, Fixed Term until 31st August 2022

Grade C, Scale Point 2 -4, £18,198 to £18,933 Full Time Equivalent Per Annum

George Pindar School is an 11-16 secondary situated in Scarborough and we are a community school where our colleagues are #proudtobepindar. We are a school with low staff turnover, high staff morale and we are looking positively to the future.

On the 1 March 2019 we officially joined the Trust family of schools along with our fellow coastal partner Graham School. This is a positive step in our school improvement journey which sees us working collaboratively sharing best practice, developing our staff, developing advancements on teaching and learning and ensuring strong outcomes for our students.

We are proud to be an inclusive school with a healthy intake in Year 7 and we have the highest aspiration for our students to achieve their very best and grow both as individuals and as members of their community. The development of the whole child forms an integral part of our vision; we want the best for every student at George Pindar irrespective of their background. We value honesty, high expectations and aspirations, resilience and we work together as Team George Pindar.

#### **Overview and career development recruitment incentives:**

- An opportunity to join the Team at George Pindar School and work closely with your fellow colleagues at Graham School.
- Friendly and caring schools where all stakeholders work together for the benefit of the children
- A high level of support from staff and colleagues with the Hope Sentamu Learning Trust
- Motivated, dedicated staff and a committed, active and supportive Senior Leadership Team
- Improving schools which support pupils to aspire to the very best, with a broad and balanced curriculum offer, collaborative learning and a wide range of extra-curricular activities
- A commitment to professional development and advancement opportunities within a growing MAT.

#### **Job Details**

All posts at George Pindar School involve at all times seeking to further the mission, values and strategic aims of the school; accepting responsibility for the implementation of school policy, procedures and other guidance as set out in the Staff Handbook and elsewhere; working positively, flexibly and co-operatively both with colleagues and as appropriate with those outside school; and the setting of high standards.

All roles involve responsibilities and expectations as set out in the appropriate national standards and in the school's role specifications and documentation.

All members of staff are expected to promote and safeguard the welfare of students in accordance with the Safeguarding Children in Education Act, including maintaining clear professional boundaries in all relationships; to promote an anti-racist, multi-cultural approach; in line with school policy. Additional duties may be asked of members of staff by the Principal as occasion requires.

The generic role specifications below are offered in good faith as a guide to professional practice in the expectation that staff will seek to approach them in a professional manner. All role specifications are subject to revision in the light of changing circumstances.

Good luck with your application and I look forward to hearing from you!

**Lesley Welsh**  
**Principal**



<b>Job Title</b>	General Teaching Assistant	<b>Job Category</b>	Support
<b>Grade &amp; Salary Range</b>	Grade C, Scale Points 2-4, £18,198.00 to £18,933.00 FTE per Annum	<b>Hours of Work</b>	25 Hours per Week, Term Time Only
<b>Location</b>	George Pindar School - Alternative Provision	<b>Travel Required</b>	No
<b>Position Type</b>	Fixed Term	<b>Line Manager</b>	SENCO
<b>Date Posted</b>	13th September 2021	<b>Posting Expires</b>	27th September 2021
<b>Interviews to be held</b>	To Be Confirmed	<b>Start Date</b>	To Be Confirmed

## Application Process

Please complete the online application form to apply for this role. All candidates are advised to refer to the job description and person specification before making an application. You should use the information supplied with in the Job Description & Person Specification to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. Your application may be viewed in regard to some or all of the skill specific areas over the course of the selection process. Applications via agencies will not be considered.

## Job Details

We are looking to appoint a General Teaching Assistant to work with teachers to support teaching and learning by working with individuals or small groups of pupils under the direction of teaching staff, and may be responsible for some learning activities within the overall teaching plan with access to support and guidance as required.

This role will work within our alternative provision to complement the professional work of teachers by taking responsibility for individuals or small groups under an agreed system of supervision.

Salary is dependent on current qualifications and experience, please see job descriptions for more information.

Hope Sentamu 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.

The successful candidate will be subject to an enhanced DBS check, medical clearance, satisfactory references and eligibility to work in the UK checks.

<b>School / Academy Contact</b>	Debbie Simpson, (d.simpson@gps.hlt.academy)
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For any queries regarding the role, please contact the school directly or alternatively you can contact the Recruitment Team via [recruitment@hslt.academy](mailto:recruitment@hslt.academy)

### Job Description

<b>Job Title</b>	General Teaching Assistant (GTA)
<b>Grade</b>	C
<b>Responsible To</b>	Headteacher / Principal / Senior Advanced Teaching Assistant / Higher Level Teaching Assistant / SENCO / Inclusion Manager
<b>Staff Managed</b>	None
<b>Job Family</b>	Teaching Assistants
<b>Job Purpose</b>	To work with teachers to support teaching and learning by working with individuals or small groups of pupils under the direction of teaching staff, and may be responsible for some learning activities within the overall teaching plan with access to support and guidance as required.
<b>Job Context</b>	Works within the classroom or appropriate area of the school site to complement the professional work of teachers by taking responsibility for individuals or small groups under an agreed system of supervision.
<b>Accountabilities / Main Responsibilities</b>	
<b>Operational Issues</b>	<ul style="list-style-type: none"> <li>• Support pre planned learning/behaviour activities as directed by the teacher</li> <li>• Using agreed structured observation as directed by the class teacher to feedback on learning, behaviour, participation and achievement, to support the planning and evaluation of the learning process in respect of groups and individual students</li> <li>• Interact with pupils in ways that support the development of their ability to think and learn, including the use of careful questioning</li> <li>• Assist teachers in the implementation of appropriate behaviour management and teaching &amp; learning strategies</li> <li>• Support pupils in their social and emotional wellbeing, in implementing related programmes, including social, health and physical needs</li> <li>• Assist in escorting and supervising pupils on educational visits and out of school activities</li> <li>• Undertake break supervision as required</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Under the general direction of the teacher participate in establishing and maintaining effective relationships with pupils, parents/carers and with other agencies/professionals</li> <li>• Communicate effectively with all pupils, families, carers and other agencies / professionals</li> </ul>
<b>Partnership or Corporate Working</b>	<ul style="list-style-type: none"> <li>• Share information confidentially about pupils with teachers and other professional as required</li> <li>• Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality</li> <li>• Participate in staff meetings</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Carry out tasks associated with pupils' personal hygiene, (including personal intimate care) and welfare, including physical and medical needs, whilst encouraging independence (<i>Upon agreement with postholder</i>)</li> <li>• Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising concerns as appropriate</li> </ul>
<b>Planning and Organising</b>	<ul style="list-style-type: none"> <li>• Prepare classroom materials and learning areas, and undertake minor clerical duties e.g. photocopying and displaying pupils work</li> <li>• Support the use of ICT and adhere to relevant policies</li> <li>• Supervise and provide access arrangements for pupils sitting internal and external examinations and tests as required, ensuring that examinations comply with the Examination Board Regulations</li> <li>• Participate in appraisal, training and other learning activities</li> </ul>

<b>Data Protection</b>	<ul style="list-style-type: none"> <li>To comply with the Trusts policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>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.</li> <li>To work with colleagues and others to maintain health, safety and welfare within the working environment.</li> </ul>
<b>Equalities</b>	<ul style="list-style-type: none"> <li>We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities.</li> <li>Ensure services are delivered in accordance with the aims of the Equal Opportunities Policy Statement.</li> <li>Develop own understanding of equality issues.</li> </ul>
<b>Flexibility</b>	<ul style="list-style-type: none"> <li>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 Policies and Procedures.</li> </ul>
<b>Customer Service</b>	<ul style="list-style-type: none"> <li>The 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.</li> <li>The 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.</li> <li>Understand your own role and its limits, and the importance of providing care or support.</li> </ul>

**Person Specification**

<b>Job Title</b>	General Teaching Assistant (GTA)	
<b>Grade</b>	C	
<b>Responsible To</b>	Headteacher / Principal / Senior Advanced Teaching Assistant / Higher Level Teaching Assistant / SENCO / Inclusion Manager	
<b>Staff Managed</b>	None	
<b>Job Family</b>	Teaching Assistants	
<b>Essential</b>		<b>Desirable</b> (if not attained, development may be provided for successful candidate)
<b>Knowledge</b>		
<ul style="list-style-type: none"> <li>• An awareness of child/young person's development and learning</li> <li>• An understanding that children/Young people have differing needs</li> </ul>		<ul style="list-style-type: none"> <li>• Good understanding of child development and learning processes</li> <li>• Knowledge of Behaviour management techniques</li> <li>• Knowledge of Child Protection and Health &amp; Safety policies and procedures</li> <li>• Knowledge of inclusive practice</li> </ul>
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Experience appropriate to working with children in a learning environment</li> </ul>		
<b>Occupational Skills</b>		
<ul style="list-style-type: none"> <li>• 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</li> <li>• Good reading, writing and numeracy Skills</li> <li>• Demonstrable interpersonal skills.</li> </ul>		
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• Relevant NVQ Level 2 qualification or equivalent</li> </ul>		<ul style="list-style-type: none"> <li>• Relevant NVQ level 3</li> <li>• Appropriate first aid training (<i>Dependent on the schools needs</i>)</li> </ul>
<b>Other Requirements</b>		
<ul style="list-style-type: none"> <li>• Enhanced DBS Clearance</li> <li>• Ability to work successfully in a team.</li> <li>• Confidentiality</li> <li>• Flexibility</li> <li>• To be committed to the school's policies and ethos</li> <li>• To be committed to Continuing Professional Development</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes</li> <li>• Ability to use authority and maintaining discipline</li> <li>• An empathy for equality &amp; diversity</li> </ul>		<ul style="list-style-type: none"> <li>• Creativity</li> </ul>



## Our Staff

**Anna Tunnard is an English Teacher and SENCO at George Pindar School. She moved to the area in September 2017**

**Where did you work before and why did you decide to move?**

I am a career changer and decided to move into teaching after 10 years in a previous career. I choose the Teach First route into teaching and I was placed at GPS having been allocated the Yorkshire and Humber region. I had never been to Scarborough or the North Yorkshire Coast before and I was delighted to come and join a coastal school and area that offers so much. I have never looked back!

**What advice can you offer to anyone looking to move to our area?**

Definitely come and visit and do your research! We have so many hidden talents from our students, staff and across the area. The coastline is beautiful here and it's such a welcoming place.

I love the small town feel and you really feel part of the community where you get to know people. You may not get this in a larger city or urban area.

**What professional development opportunities have you been able to access?**

I have been able to access a range of professional opportunities through the school and through Hope Learning Trust.

I applied for and was successful in joining, then leading, part of the Leadership programme for NQT's across the Trust. This allowed me to work closely with Trust colleagues and network with school colleagues at the same stage of their development as mine.



My school also put me forward to take part in a 1-1 coaching programme which was invaluable and allowed me to see the career routes available to me. Without this I don't know if I would have had the confidence to go on and apply – and get the SENCO job.



## Our Coastal Offer



There are no great schools without great teachers - the key to education is the person at the front of the classroom.

Teachers like you have the opportunity on the North Yorkshire Coast to be supported to have an enriched career that remains attractive to you as your career and life develops. We recognise and have developed a range of distinctive opportunities to give you the confidence to engage in additional professional and leadership development, as well as access to fully-funded national professional qualifications.

### Our offer

For all permanent EBAC teaching subjects we can offer in addition to your pay point a £4000 recruitment and retention payment for teachers living outside of the Coastal area.

We also offer access to a £8000 reimbursement package for teachers relocating to our area which includes moving costs, stamp duty fees, estate agent fees and lodging allowances.

Please visit [www.teachyc.co.uk](http://www.teachyc.co.uk) for more information.

### RECRUITMENT, RETENTION & RELOCATION INCENTIVES FOR TEACHING POSTS ON THE YORKSHIRE COAST

**RECRUITMENT AND RETENTION PACKAGES (R&R)**

As part of our commitment to tackling teacher recruitment and retention we can offer an R & R package of £4000 which is paid over two years. This is in addition to your existing pay benefits at your school.

**RELOCATION PACKAGE**

The coast is a wonderful place to live and work!

The North Yorkshire Coast is a destination of choice offering a good quality of life and a strong sense of community. Our area offers you access to good schools and quality of education, health, recreation and cultural opportunities which are right on your doorstep.

Our area enjoys a buoyant employment market, ongoing sustainable investment and regeneration projects all of which makes North Yorkshire an attractive county to live and work in.

We recognise that relocating to take up your new post can be costly, particularly if you are selling your house or finding a place to rent.

We can offer a range of pay and reward packages that may be available subject to your school.

A relocation package of up to £8000 reimburses moving fees, estate agency costs, legal fees, lodging allowances and housing costs.

**Family flexible policies**

- ★ Consideration for flexible working
- ★ Maternity and adoption leave available for up to 52 days
- ★ Access to Shared parental leave
- ★ Commitment to allow you to attend those special family activities and events
- ★ Childcare friendly policies

**Health and Wellbeing**

- ★ Access to local gym memberships at discounted rates
- ★ Discounts to local and national retailers such as: Shopping, Family, Automotive,
- ★ Online health assessments including advice with nutrition, exercise and fitness advice and resources
- ★ Confidential counselling services
- ★ Events and activities with a range of times and venues
- ★ Eye care appointments and discounts

**Staff Benefit and Discount Schemes**

- ★ Financial & Professional, Gifts, Home & Garden, Sport, Health & Beauty & Travel
- ★ Access to salary sacrifice schemes on green cars, cycles, travel, career development qualifications and home technology

**Pension Options**

- ★ For further information about a teachers pension there is the 'Teachers' Pension - see <https://www.teacherspensions.co.uk/>
- ★ For support professionals there can be the Local Government Pension Scheme (LGPS).
- ★ For further information about the scheme and its key benefits please visit: [www.lgpsmember.org/thinking-joining.php](http://www.lgpsmember.org/thinking-joining.php)





## Benefits of working at Hope Sentamu Learning Trust

### Continuing Professional Development (CPD)

Hope Sentamu Learning Trust is committed to the professional development of all staff and is supported by the Education Team at the Diocese of York. This provides the opportunity for further CPD, networks and training to share best practice, as a member of a wider partnership of 125 diocesan schools and multi-academy trusts, across eight local authorities. We also have a bespoke Career Pathways Programme to ensure that we recruit, develop and retain the very best colleagues.

From ECT through to CEO, the Trust links with the Ebor Hope Teaching Schools Alliance, to provide high-quality, relevant training for all staff at all levels, pushing challenging, supporting and nurturing, enabling all members of the team to succeed, develop and aspire to the next challenge.



### Pension Scheme

As an employee of the Trust you are offered membership of either the Teachers' Pension Scheme; or for support staff, the Local Government Pension Scheme. As well as employee's paying contributions into the scheme (banded, based on earnings level) Hope Sentamu Learning Trust also pays into the scheme on your behalf. For more information please visit: [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk) [www.nypf.org.uk](http://www.nypf.org.uk)

### Cycle to Work Scheme

For staff who wish to purchase a bike for the purpose of travelling to work this can be done via Cyclescheme. You purchase the bike you want via the scheme and Hope Sentamu Learning Trust pays the initial cost upfront and then you pay for it directly from your salary on a monthly basis (12 months is the usual duration). The deductions for the cyclescheme are taken from your gross pay each month so your taxable pay is lower than it otherwise would be.

For more information visit [www.cyclescheme.co.uk](http://www.cyclescheme.co.uk)



### Our Family

Our schools are places where young people can grow and excel and where colleagues strive to generate a culture of excellence and are innovative and collaborative.

As a Trust, we believe that by growing together as a family, belonging to a community with common goals and ambitions for its young people and having a central understanding that we should all put others needs before our own, we will succeed.