DMAT
Getting Better Never Stops

Oak Tree
Primary School

INDIVIDUAL PUPIL SUPPORT TEACHING ASSISTANT

£26,016 FTE (£17,027 pro rata)



OAK TREE PRIMARY SCHOOL

Welcome from Oak Tree

At DMAT & Oak Tree Primary, we believe in putting people first.

All children are entitled to an excellent education, and staff are our most important asset. Guided by our strong moral purpose, we serve our communities with integrity and collaboration is at the heart of everything we do. We are proud to have joined Durrington Multi Academy Trust in January 2025 and are enjoying being part of a successful team.

Oak Tree is a welcoming, happy school, where every member of the team plays a vital role in creating an environment where children can thrive. We value kindness, respect, and a shared commitment to doing what's best for our pupils, their families, and each other.

This role is central to the success and smooth running of Oak Tree Primary School. As a Teaching Assistant, you will play a vital part in creating a positive, engaging, and nurturing environment where every child can thrive. Working closely with teachers and pupils, you'll help bring learning to life and make a real difference to children's experiences every single day.

This is a wonderful time to join Oak Tree Primary School. We have a dedicated and experienced team who are passionate about supporting every child to reach their full potential. We're looking for someone who shares our values, brings warmth, energy, and commitment, and takes pride in helping children learn and grow. In return, you'll be part of a supportive and welcoming community that recognises and values the important contribution you make.





About DMAT

Our Trust

- Durrington High School
- The Laurels Primary School
- Oak Tree Primary School
- Ringmer Primary & Nursery School
- Durrington Research School
- The South Downs SCITT

Contact

01903 705631
admin@dmat.education
www.dmat.education
@dmateducation

Our Core Principles

Durrington Multi Academy Trust is driven by moral purpose. At DMAT we believe children only get one chance at education. Our moral purpose is to ensure that every child achieves and succeeds, whatever their starting point.

Everything we do is driven by three core principles:

- **Excellence:** high-quality education in every classroom for every child
- **Aspiration:** a relentless belief that all can achieve beyond expectations
- **Transformation:** improving life chances for young people and their communities

DMAT's approach is built around partnership. We support school leaders to focus on the work that matters most: improving teaching, strengthening culture, and securing excellent outcomes for pupils.

Our central team provides expert support across finance, HR, operations, estates, governance, compliance, and school improvement. This enables leaders to spend more of their time on children, staff, and the quality of education.

The Trust has a sustained focus on developing people. The presence of Durrington Research School and South Downs Teacher Training gives DMAT a distinctive strength in teacher development, evidence-informed practice and system leadership.

Our staff our are most important asset. Our colleagues are hard working and totally committed to ensuring the best education for every pupil.

OUR SCHOOL

Oak Tree Primary School

Oak Tree Primary School is a happy, vibrant, inclusive and nurturing learning environment at the heart of its community. We have an experienced, dedicated staff who deliver an engaging and rich curriculum to ensure that all children are able to reach their full potential. From their beginnings with us in our Foundation Stage through to Year 6. Our rich and ambitious curriculum ensures that they are ready for the next steps in their learning. Our families, staff and governors work closely together and support personal growth and development so that our children are resilient, confident, respectful and kind.

Oak tree Primary School is proud to be part of the Durrington Multi Academy Trust (DMAT) which believes that every child has the right to an excellent education and the opportunity to achieve well, regardless of their starting point. As a team we have high expectations of success for our children.



Why Choose Us?

Our people tell the story best

At Durrington Multi Academy Trust, we believe that exceptional schools are built by exceptional people. This year we introduced our first independent, trust-wide workforce survey through Edurio, benchmarking our results against more than 82,000 education professionals nationally.

The results show a culture where staff are proud of their schools, committed to their pupils and positive about the support they receive.

Staff who would recommend their school to parents

+16% above national benchmark

Overall job satisfaction

+9% above national benchmark

Level of professional support

+7% above national benchmark



STAFF BENEFITS

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- Virtual Doctor Service – 24/7 GP access with online consultations from home or work.
- Counselling & Wellbeing Support – Confidential help when you need it.
- Save money with discounts on food shopping, gyms, cinemas, holidays, and more from over 9,000 top brands.
- Legal & Medical Advice Lines – Expert guidance at your fingertips.
- Family Cover Included – Children under 18 at no extra cost.
- Secure pension benefits with Teacher Pensions & Local Government Pension Scheme
- High investment to develop our people
- Free onsite parking

DMAT STAFF HAVE SAVED OVER £25,000 IN MEDICAL COSTS IN THE PAST 12 MONTHS



JOB DESCRIPTION

INDIVIDUAL PUPIL SUPPORT TEACHING ASSISTANT

28.75 HOURS PER WEEK; £26,016 (£17,027.36 PRO RATA)

TERM TIME ONLY - 8:30 AM - 3:00 PM MONDAY - FRIDAY

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Oak Tree
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CORE PURPOSE

To support pupils' learning, development, wellbeing and inclusion within the school, with an initial focus on providing individual support to a pupil with an Education, Health and Care Plan (EHCP).

The postholder will work closely with the class teacher, SENDCO and other relevant professionals to support the pupil's individual needs, promote independence and enable access to learning and wider school life.

The role will initially involve working on a 1:1 basis with a pupil with an EHCP. However, the post is not exclusively linked to one individual pupil. Depending on the needs and priorities of the academy, the postholder may be required to support other pupils, work with small groups or undertake general Teaching Assistant duties. Should the pupil leave the academy, or their individual support arrangements change, the postholder may be deployed to provide general classroom and pupil support across the academy, in line with the needs of the school and the requirements of the role.

INDIVIDUAL PUPIL SUPPORT

- Provide consistent, high-quality 1:1 support enabling the pupil to access learning and participate fully in school life.
- Support the implementation of strategies and provision identified in the pupil's EHCP, with the direction of the class teacher and SENDCO.
- Adapt learning activities and resources to meet the pupil's individual needs, developmental stage and learning objectives.
- Promote the pupil's communication, social interaction, emotional regulation and independence, as appropriate to their needs.
- Support the pupil to develop positive relationships with peers and adults and to participate in classroom activities, playtimes and wider school experiences.
- Encourage independence, avoiding unnecessary adult dependence, enabling the pupil to develop confidence and self-help skills.
- Observe and respond appropriately to the pupil's changing needs, following agreed strategies and seeking advice when necessary.
- Support the pupil's safety, wellbeing and inclusion throughout the school day.

GENERAL TA DUTIES

- Support the class teacher in delivering high-quality teaching and learning.
- Reinforce learning objectives, instructions and activities through appropriate individual support.
- Help pupils to develop their confidence, engagement and independence in learning.
- Provide support to individuals and groups of pupils across the school as directed by the class teacher or senior leaders.
- Assist with classroom organisation, preparation of resources and the creation of a positive learning environment.
- Support pupils during lessons, transitions, playtimes, lunchtimes and other school activities as required.
- Respond flexibly to changing pupil needs and school priorities, including undertaking general Teaching Assistant responsibilities where individual 1:1 support is no longer required or the pupil's circumstances change.

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TEAMWORK & PROFESSIONAL DEVELOPMENT

- Work collaboratively with the class teacher, SENDCO, Inclusion Lead and other relevant staff.
- Follow agreed plans, strategies and professional guidance to ensure consistency of support.
- Share relevant observations about pupil progress, engagement, behaviour and wellbeing with appropriate staff.
- Contribute to discussions and reviews concerning pupil progress and provision, as required.
- Liaise with external professionals when appropriate and when directed by the SENDCO or other authorised staff.
- Maintain professional and constructive relationships with parents and carers, following academy procedures for communication.
- Participate in relevant training and professional development.
- Seek guidance from the leadership team when challenges arise.

SAFEGUARDING & PROFESSIONAL CONDUCT

- Model professionalism and uphold the school's ethos and values.
- Maintain confidentiality and adhere to academy policies, procedures and expectations.
- Promote and safeguard the welfare of all pupils and follow the academy's safeguarding and child protection procedures.
- Report concerns about a pupil's safety or wellbeing promptly in accordance with academy policy.
- Follow academy policies relating to behaviour, health and safety, inclusion, attendance and data protection.

CONTRIBUTION TO SCHOOL LIFE

- Take part in all aspects of school life and promote an inclusive learning environment in which all pupils feel safe, valued and supported.
- Work sensitively and respectfully with pupils who may experience barriers to learning, communication or participation.
- Support pupils during transitions between activities, lessons and school environments, where required.
- Be a positive ambassador for Oak Tree Primary within the school and wider community.

PERSON SPECIFICATION

INDIVIDUAL PUPIL SUPPORT TEACHING ASSISTANT

QUALIFICATIONS & KNOWLEDGE

Essential

- Good standard of education with GCSE English and Maths (Grade C/4 or above) or equivalent.
- An understanding of children's learning, development and individual needs.
- An awareness of inclusive practice and the importance of removing barriers to learning.
- An understanding of the importance of safeguarding and promoting the welfare of children.

Desirable

- Relevant Teaching Assistant qualification or equivalent.
- Relevant training or qualifications in SEND, behaviour support, communication or child development.

SKILLS & EXPERIENCE

Essential

- Experience supporting or working with children in a school or similar environment.
- Ability to adapt support and learning activities to meet individual needs.
- Good communication and interpersonal skills, with the ability to work effectively with pupils, colleagues and families where appropriate and build positive relationships.
- Ability to organise tasks effectively and respond flexibly to changing priorities.
- Experience of contributing to pupil progress records or reviews of individual support.
- Ability to promote positive behaviour and follow agreed strategies consistently.

Desirable

- Experience of supporting pupils with Special Educational Needs and Disabilities (SEND).
- Experience of providing individual or small-group support.
- Experience of supporting pupils with communication, social, emotional or behavioural needs.
- Ability to use a range of strategies to support pupils' communication, emotional regulation and social development.

PROFESSIONALISM & COMMITMENT - ESSENTIAL

- Demonstrates an understanding of the importance of safeguarding and promoting the welfare of children.
- Willingness to adhere to academy policies, procedures and professional expectations.
- Commitment to equality, diversity and inclusion and to creating a safe, supportive learning environment for all pupils.
- Willing to reflect on practice, receive feedback and undertake professional development.

PERSONAL QUALITIES - ESSENTIAL

- Enthusiastic, patient and encouraging, with the ability to build pupils' confidence and motivation and engagement with learning.
- Committed to promoting high expectations for all pupils, regardless of their starting points or individual needs.
- Demonstrates a positive, flexible and proactive approach to work.
- Calm and consistent when responding to challenging situations.
- Reliable, organised and professional in approach.
- Able to work effectively as part of a team and independently and respond positively to guidance and feedback.
- Demonstrates professionalism, reliability, discretion and a commitment to maintaining confidentiality.

SAFEGUARDING

Durrington Multi Academy Trust is committed to the safeguarding and wellbeing of all our students and staff. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the Trust.

Staff are supported through regular training and are expected to adhere to the Trusts Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, religion, disability, sexual orientation and beliefts.

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HOW TO APPLY

Please apply using this link or by scanning the QR code below. Please upload a supporting statement (maximum of 2 A4 pages) to include:

- Why you want to work at Oak Tree Primary School
- How your skills and experience make you a strong candidate

For any application queries or requests to visit please contact the school office at **office@oaktreeprimary.co.uk**

We reserve the right to close the advert early should we deem it necessary