



TEDDINGTON SCHOOL

LEARNING SUPPORT ASSISTANT

Application Pack



Bourne Education Trust



WELCOME

MESSAGE

Paul Grills

Headteacher

Thank you for your interest in working at Teddington School. Since my appointment, I have been actively seeking innovative, enthusiastic and dynamic staff to join us on the next phase of our development and I hope you will become part of our team. This pack has been designed to give you a flavour of what Teddington school has to offer, but I would also encourage interested candidates to visit the school for a tour to see us in action.

At Teddington School, we ensure that the educational experience all students receive is first class. We firmly believe that every child is entitled to an excellent education, which offers breadth of curriculum, academic rigour, opportunity, and enables students to leave equipped with the skills to succeed in whichever future pathway they choose.

Staff at Teddington maintain the highest standards, have a positive outlook, are inventive in their thinking and adopt a 'can-do' approach. We were judged 'Good' by Ofsted in November 2021 and are looking to the future as we work with the whole community and strive for even greater success. We are committed to identifying, developing and retaining talent amongst our staff with a bespoke CPD package in place for all of our team.

Our school is located on a modern and attractive campus that overlooks the River Thames. Inside our school, you will find a professional working environment with a calm and caring atmosphere based on mutual respect between all stakeholders.

We pride ourselves on the fundamental principle that teachers have the right to teach and students have the right to learn.

We are proud to be part of The Bourne Education Trust (BET) - a successful multi-academy, across primary, secondary and special education. BET continues to grow a community of like-minded academies with the highest aspiration and dedication to achieving the best outcomes for their learners. They understand that people are the key to success and for this reason, believe in creating great places to work where people feel supported and encouraged to be the best they can possibly be. Staff within their schools can expect to be challenged and motivated to achieve their ambitions, and such is the scale and scope of the Trust's school-to-school support work, successful candidates can expect to receive rapid promotion either through direct placement or via secondments from their home school.

If you wish to visit us or have an informal discussion with me or one of the team about the post before applying, please feel free to contact our HR Officer on 020 8943 0033 or you can email: hrdepartment@teddingtonschool.org.

We look forward to your application.



TEDDINGTON SCHOOL OVERVIEW

ABOUT US

At Teddington School, we ensure that the educational experience every child receives is first class. We firmly believe that every child is entitled to an excellent educational experience, which offers breadth of curriculum, academic rigour, opportunity, and enables students to leave equipped with the skills to succeed in whichever future pathway they choose in their adult lives.

Upon stepping into our modern and attractive campus, you will find a supportive yet vibrant environment through which we nurture confident, ambitious students who embrace community, tolerance and have high aspirations. We are committed to excellence and pride ourselves on the fundamental principle that teachers have the right to teach and students have the right to learn. In upholding this principle, we ensure that we get the best out of every student whatever their talent maybe.

Teddington School is ranked in the top 100 secondary schools in Greater London and is consistently within the top 20% of schools nationally for both attainment and progress. Of the 940 schools in the region, we are amongst the top 30 state schools and sit within the top 3 schools in the Richmond Borough.

Please **click here** to view the school's film and virtual tour of the site.

PERFORMANCE

In November 2021, Ofsted found Teddington School to be 'Good' across all areas. Following their visit, inspectors commended teachers, pupils, and the school's leadership, noting the 'high expectations' of staff throughout the school and the 'supportive and inclusive classroom environment' where 'pupils enjoy their lessons, feel happy and are safe'.

Inspectors also commented on the excellent practices within curriculum planning, careers and SEND and noted the support received, finding the school to be a 'calm and orderly' place where pupils are 'respectful towards one another and value the positive relationships that they have with staff'.

Click here to view Teddington School's latest Ofsted report.



OUR VISION & VALUES



VISION

Teddington School will provide a culture of learning and ambition, giving pupils the confidence to achieve and acquire the skills and values to contribute positively to society.

MISSION

'In the Teddington School Community, everything matters, at all times.

Plan, challenge, motivate, achieve.'

VALUES

Responsibility - For my own achievements; own behaviour around school; for my life chances

Endeavour - To try my hardest to achieve what I want to achieve - I will never give up

Empathy - To understand and share the feelings of those around me, and strive to achieve together

Integrity - To uphold moral principles, challenge negativity and be a great team player

Innovation - To strive to create new ideas.



BOURNE EDUCATION TRUST OVERVIEW

ABOUT BET

Bourne Education Trust ('BET') was established in 2011 and has grown steadily since then. It is largely Surrey based with 20 of its 26 schools there, but has also expanded into Hampshire and Richmond. It is made up of 21 academies, 4 associate schools and one free school due to open in September 2024. Of its 26 schools, 13 are primaries, 9 are secondaries, 2 are alternative provision and, with the new free school, 2 are specialist schools. It is responsible for the education of approximately 12,500 pupils and employs just over 1,300 staff. The Trust is organised into both phases and clusters to support collaboration.

The size of its schools ranges from a one-form entry primary to an eight-form entry secondary school with a sixth form. Schools are equally important and carry the same influence in terms of decision-making within the Trust. Each school has its own Head and Local Governing Committee. The Trust is led by Alex Russell, Kate Sanders and Penny Alford.

BET VALUES

BET's values are summarised by our strapline: **'Transforming schools; changing lives'**. We absolutely believe that all children regardless of context or background deserve a great education, hence our involvement in schools and communities that have not always experienced this. Whilst we want our schools to retain their own identity, all BET schools share environments that are extremely warm and welcoming, professional, relentlessly positive, highly aspirational and characterised by happy and safe pupils with excellent relationships between them and the staff. In all classrooms and beyond pupils enjoy creative and effective teaching and learning that fosters belief and confidence.

BET PHILOSOPHY

Our philosophy is to have schools working as effectively as possible and serving their community. We err towards independence but never forget we are one organisation working together. Our schools welcome the support of the Trust and its collective ethos but relish their remit as local schools and the responsibility that brings. We are highly focussed on our work on equality, diversity and inclusion ('EDI') and environment, social and governance ('ESG') to ensure our organisation is highly sustainable and a driver for social justice. This permeates through our Trust-wide think tank, our CPD offer and our quality assurance approach.

For more information, please visit our website www.bourne.education.





BET BEHAVIOURS

4 shared behaviours - we are reflective, aspirational, optimistic and inclusive.

REFLECTIVE

- ✓ Being outward facing and continually scanning the horizon
- ✓ Making decisions carefully, drawing on evidence, risk analysis and research
- ✓ Deploying school resources so they are sustainable and have long-term impact to safeguard the future for our young people
- ✓ Learning without borders by working with and learning from different phases, specialisms and sectors

ASPIRATIONAL

- ✓ Creating a culture of high performance and professionalism where morale, health and wellbeing are high
- ✓ Holding one another to account and having the courage to challenge and to question
- ✓ Creating great places to work where people feel supported, empowered and encouraged to achieve their ambitions
- ✓ Creating community confidence and pride in our schools and Trust

OPTIMISTIC

- ✓ Being resilient, energetic, proactive and positive whilst taking responsibility for solving issues
- ✓ Believing that everyone has potential, is valued and can contribute Clearly identifying and sharing why we do what we do
- ✓ Focusing on the team's outcome and not just the individual

INCLUSIVE

- ✓ Acting as a positive force for equality; creating communities where everyone can be their authentic self and have a sense of belonging
- ✓ Committing to social justice and sustainable leadership whilst acting with humility and integrity
- ✓ Learning about our biases and blind spots and challenging expectations and stereotypes
- ✓ Showing high levels of emotional intelligence, being highly visible and communicating precisely, accessibly, and confidently

JOB DESCRIPTION



Role information

Location: Teddington, TW11 9PJ

Contract: Permanent/Full time/31.67 hours per week/37 weeks per year (term time only)

Salary: NJC 7-10 – Salary £18,327 actual starting. Pay award pending

Benefits: Workplace pension through LGPS; occupational sick pay; recognition policies for exceptional performance and long service; ongoing training, learning and development opportunities; HR and wellbeing support; family friendly policies; network of support

Reports to: SENDCO and/or SRP Lead

Role Description and Key Purpose

To provide support for pupils, teachers and the school in order to raise standards of achievement for all pupils, encourage pupils to become independent learners, provide support for their welfare, and support the inclusion of pupils in all aspects of school life.

We can offer

- Hands on experience for graduates who plan to train as a teacher.
- The opportunity to move into the School Centered Initial Teaching Training Program.
- Enthusiastic, responsive children who are ready to learn.
- Quality professional development and staff training during working hours.
- A supportive team of colleagues; excellent support/guidance from Senior Leaders
- A genuinely inclusive school with a positive and caring culture

Specific duties and responsibilities

- Work as part of a team at the direction of the SENDCo/SRP Lead/Class Teacher to support teaching provision and pupils' learning
- Under the guidance of the class teacher and following school policies, to work with individuals and groups of pupils in class and encourage their learning.
- Provide support for pupils' emotional and social development and modelling positive behaviour and dealing with disruption as agreed in the Behaviour Policy.

- Ensure the physical welfare of pupils and assist pupils with their physical needs as appropriate and agreed. This may include assisting with a child's personal hygiene when required
- Communicate and liaise with other members of school staff in order to ensure the most effective provision for pupils' academic, emotional and social development
- Undertake any other reasonable duties from time to time as may be directed by the Headteacher

Duties

- Provide support in the classroom or SRP under the direction of the Teacher. This may include:
 - Encouraging language development.
 - Supporting the development of skills.
 - Supporting the emotional development of children.
 - Undertaking practical activities e.g. baking, art.
 - Supporting and carrying out behaviour management.
 - Supporting reading, writing and other aspects of the learning process.
 - Carrying out tasks planned, prepared and monitored by the Teacher

PERSON

SPECIFICATION



Learning Support Assistant

- Be aware of key school plans, policies and procedures, especially the Safeguarding Policy, Health and Safety Procedure and GDPR rules.
- Take part in Performance Management in order to identify and agree development and training needs.
- Within your contracted hours, undertake Induction Training and other training as identified in Performance Management processes, as may be required to enable you to provide the school with effective support
- Within your contracted hours, attend staff meetings as required.
- Be aware of the learning and physical needs of the children you support.
- Respect the confidentiality of children information and respond sensitively to children's needs.
- To promote the safeguarding of children.
- The ability to build good relationships with children, parents/carers and teachers.
- To work as part of a team.
- To be flexible and creative.
- Excellent literacy and numeracy skills (GCSE Grade C or equivalent in Maths, English and preferably Science).

APPLICATION PROCESS



Thank you for your interest in this role, we look forward to receiving your application. Candidates should be aware that the closing date for applications is midday on Monday 25 September 2023 at 12 noon, however prompt applications are encouraged as we reserve the right to close this vacancy if sufficient applications have been received.

To apply for this position, you must complete a Bourne Education Trust application form and email it to Kim Bradstreet, HR Officer on hrdepartment@teddingtonschool.org. (CVs without a fully completed application form will not be considered). Candidates applying via other job sites should follow the instructions provided.

Shortlisting will take place as applications are received and you will be contacted by email if we would like to see you for an interview.

SAFEGUARDING:

Bourne Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

EQUAL OPPORTUNITIES:

Bourne Education Trust is committed to equality of opportunity for all colleagues, pupils and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.