



Job Application Pack Level 1 Teaching Assistant / Health Care Assistant

Hours of Work: Permanent, Full Time, Term Time Only

Salary: Grade 5, Points 5-7, £23,500 to £24,293 FTE

Actual Salary: £20,213 to £20,895 per annum

Starting: September 2024

Welcome from the CEO



Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer outstanding teaching and learning and exceptional personal support in an inclusive, faith based environment. I became a teacher because I believe in equal opportunities for everyone.

I also believe that every child has the right to an excellent education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our mission is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic family of academies.

S. Hampton

About the Trust

Archway Learning Trust, previously Bluecoat Academies Trust was formed in April 2014 as a result of the very long and successful history of Bluecoat Academy. We recently welcomed three further secondary schools in Derby to the Trust and opened Bluecoat Trent Academy, a secondary Free School in Nottingham in September 2021.

The Trust comprises of Bluecoat Aspley Academy, Bluecoat Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy, Bluecoat Primary Academy, The Nottingham Emmanuel School and Sixth Form, The Long Eaton School, Lees Brook Academy, Alvaston Moor Academy, Bluecoat Trent Academy and the Bluecoat SCITT Alliance (School Centred Initial Teacher Training).

Our aim as a Trust is to shine a spotlight nationally and internationally on our inclusive ethos so that more schools and academies can be encouraged to take up our approach to inclusive, enriching, knowledge based teaching, preparing young people for lifelong learning based firmly on our Christian principles.

The growth of the Trust is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.

We are proud of our diverse student population and passionate to create a staff team reflective of this diversity. We actively welcome applications from all backgrounds and you can be assured of a warm welcome at Archway.

Our Schools

Bluecoat Aspley Academy

Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust). The Academy is both distinctively Christian and inclusive with all students being part of a large, diverse and multi-ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy is a School of Sanctuary, welcoming students and families from all backgrounds.



Bluecoat Aspley
believe in yourself, in others, in God

Bluecoat Wollaton Academy

Bluecoat Wollaton Academy has 800 learners and is both distinctively Christian and inclusive, with a relentless ambition to enable every member of our Academy 'family' to be the best they can be. Bluecoat Wollaton was graded as 'Outstanding' in all categories in its Ofsted inspection in 2018. The school's outcomes place it consistently in the top 10% in the country and it was also awarded the highly coveted World Class Schools Quality Mark, which is awarded to the top schools in the country.



Bluecoat Wollaton
believe in yourself, in others, in God

Bluecoat Beechdale Academy

Bluecoat Beechdale Academy is a growing school, with over 800 students on roll. The numbers have increased each year since our sponsorship began and we are delighted with the growing confidence that local families are expressing by making Beechdale their first choice school in increasing numbers. Bluecoat Beechdale Academy is not formally designated as a Church of England Academy, but shares the ethos and many of the Archway values.



Bluecoat Beechdale
Academy
Believe, Belong, Achieve

Bluecoat Primary Academy

Bluecoat Primary Academy opened in January 2015. The primary school is located near our Bluecoat Beechdale Academy in a brand new state of the art building on Harvey Road and is home to 420 primary aged children, 26 Nursery pupils and a small focus provision for children with ASD. Like Bluecoat Aspley and Bluecoat Wollaton Academy is both distinctively Christian and inclusive.



Bluecoat Primary
believe in yourself, in others, in God

The Nottingham Emmanuel School

The Nottingham Emmanuel School is a Church of England secondary and Sixth Form, with 1,000 students, including over 140 in the Sixth Form. The £25 million site is located near the banks of the River Trent in West Bridgford. The School is a diverse community, serving families and students from every academic, social, faith and ethnic background. Emmanuel has been praised nationally for its outstanding work as an effective, inclusive Church school.



Bluecoat SCITT

Based at Bluecoat Aspley Academy, the Bluecoat SCITT offers school based Teacher training in a range of schools and subjects. As an accredited provider of school based teacher training, we are committed to training outstanding teachers to work within the East Midlands region. Our comprehensive one year School Direct Training Programme is offered for both Primary and Secondary trainees, as well as a salaried option in certain subjects.



Bluecoat SCITT Alliance
Nottingham

Bluecoat Trent Academy

The Bluecoat Trent Academy opened its doors in September 2021 with the founding cohort of Year 7 pupils. BTA is an 11-16, non-faith school. The new build for the academy will be built on the former site of Clarendon College, on the edge of Forest Fields, close to Mapperley Park. Whilst the new academy is being constructed BTA will, for the first two years, be based in its own building on the site of Bluecoat Aspley Academy on Aspley Lane. The school will be underpinned by the ethos of all the Archway academies whilst establishing its own unique vision and values.



Bluecoat Bentinck Primary Academy

Bluecoat Bentick Primary Academy officially joined of Archway Learning Trust in September 2023, becoming our second primary academy. The school has a proud and rich history of serving the children and community of Nottingham since 1880; we are delighted to be part of its next chapter! Bluecoat Bentinck is a popular, diverse and multi-cultural Academy in the heart of Nottingham City. The Academy's vision of 'Together We Make a Difference' underpins our commitment to work together to achieve our common purpose of transforming lives of the children we serve. Staff at Bentinck are committed to supporting and teaching the diverse cohort of learners, creating the conditions to enable all children to thrive in their education. Bentinck is a happy, calm and welcoming place to be where children are kind, respectful and are proud to represent Bluecoat Bentinck.



Bluecoat Bentinck Primary Academy

Lees Brook Academy

Lees Brook Academy based in Derby has 1,120 students and is a school that puts its students at the heart of everything it does. The school's motto 'Lead, Believe, Create, Succeed' was chosen by its students and is at the core of everything that the school does. Lees Brook is passionate about its extra-curricular provision in particular the thriving Duke of Edinburgh scheme. Lees Brook is a school that cares for the people within it.



Lees Brook Academy

Alvaston Moor Academy

Our Academy vision is at the heart of everything we do, 'Ambition, Manners and Achievement'. We also recognise the importance of positive relationships, equality and respect. Situated in the heart of the City of Derby, it serves a diverse local community and serves families from many different backgrounds. The curriculum offered is broad and specifically designed to engage and challenge its students.



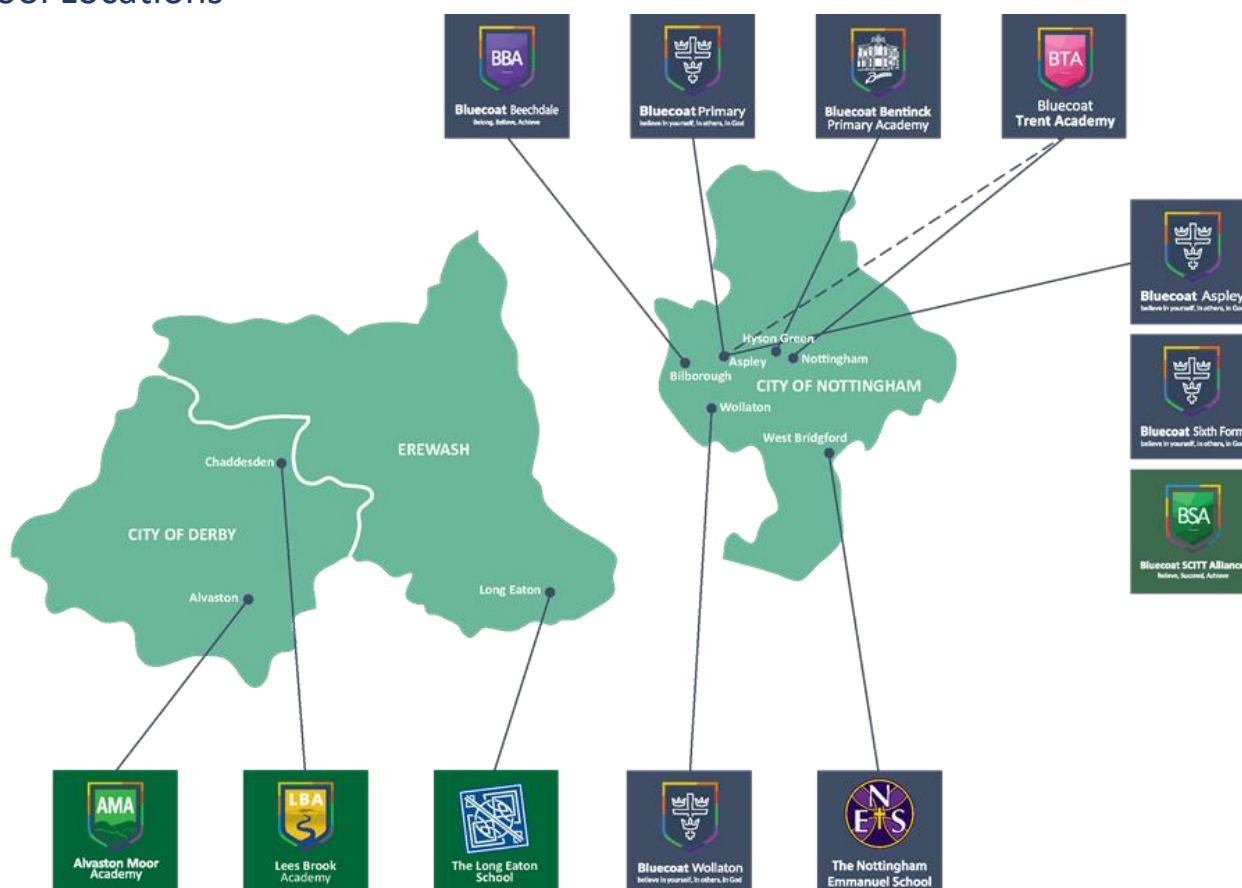
Alvaston Moor Academy

The Long Eaton School

The Long Eaton School with 1,078 students is built on a long tradition of academic success, dating back to 1910. The school has gained an excellent reputation for the quality of its educational provision and its developments in Literacy and Numeracy have earned the school the prestigious Quality Mark and our approaches have been shared nationally as a model of good practice.



School Locations



Welcome from the Principal

We are thrilled that, in October 2022, Ofsted recognised the many wonderful opportunities that we are providing for our students and agreed that our school continues to be 'Good'. In particular Ofsted recognised the impact that our unwavering high expectations are having on the development of our young people stating that 'Expectations are high. Pupils know where they stand because expectations are very clear.' They also recognised how an inspiring curriculum is designed to enthuse and engage students to prepare them for their next steps in 'The curriculum aims to bring the richness of the world into the classroom. Teachers support pupils to make ambitious choices for future work and study.' Unlike other academies within Archway Learning Trust, Bluecoat Beechdale is not formally designated as a Church of England academy, but shares the ethos and many of the Bluecoat values.



"This is a happy, caring school. Pupils feel safe. Staff are proud of their pupils and enjoy working with them. The school rewards pupils for being kind, curious, resilient and positive. That is 'the BBA way'."

"Expectations are high. Pupils know where they stand because expectations are very clear. Classrooms and corridors are calm and orderly. Most pupils behave well and want to learn. Bullying is rare and staff deal with it swiftly. If they need it, pupils get effective help to improve their behaviour."

"The school wants every pupil to aim high in education and in life. The curriculum aims to bring the richness of the world into the classroom. Teachers support pupils to make ambitious choices for future work and study."

"Leaders have brought about rapid improvements to the provision for pupils with special educational needs and/or disabilities (SEND). Teachers get the right information to support pupils."

"Staff and pupils all contribute to a strong culture of safeguarding. Safeguarding leaders are knowledgeable and skilled. They know pupils and their families very well."

Ofsted, October 2022

As Principal, I am passionately committed to excellence for all. At BBA we believe that living by the values of kindness, positivity, resilience and curiosity will secure success for all students. We recognise the privileged position we are in as educators to transform lives of our young people and be their champions of success. Our staff are experts in delivering inspirational teaching and igniting a love of learning, so that students can believe that anything is possible. Our team also work to provide our students with experiences that go beyond the classroom through our extensive and comprehensive enrichment offer.

Mrs R Frearson
Principal

The Vacancy

The Trust is seeking to appoint an outstanding and experienced Teaching Assistant/Health Care Assistant to join a high achieving, successful and forward-looking team of staff.

The Learning Support team has Health Care Assistants working to support our students who have additional physical and personal care needs. We have a larger than average number of students with SEND and Educational Health Care Plans compared to other Nottingham City schools. However, we have an established reputation of providing high quality care to all the students who require it.

The team also includes the SENCo, SEND teacher, Level 2 Teaching Assistants and Level 1 Teaching Assistants. We have a full time SEND administrator. The Learning Support Base has its own suite of rooms in order to support students with their additional needs including a Health and Hygiene Suite and further areas for physiotherapy.

Candidates should pay attention to the job description/person specification and explain within their application how they meet the criteria, whilst also describing what they will bring to the post from their own knowledge and experience. Whilst employed to work predominantly at our Bluecoat Beechdale Academy, there may be a requirement for the post holder to work across any of the sites that comprise Archway Learning Trust in accordance with the needs of the Trust.

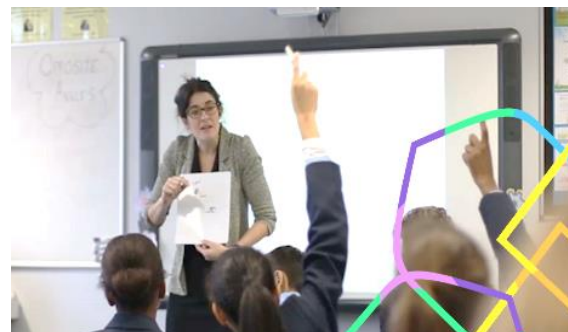
Applications

For more information about Bluecoat Beechdale Academy and the vacancy, please visit www.bluecoatbeechdale.co.uk/vacancies. To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role.

Closing Date: 9am, Friday 12th July 2024

Interview Date: Week Commencing 15th July 2024

If you have any queries, wish to discuss the role informally or undertake a visit to the Trust, please do not hesitate to contact us via email recruitmentbba@archwaytrust.co.uk or telephone 0115 913 5211.



Trust Ethos, Mission, Vision and Values

The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.



Working Together, Transforming Lives

Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)
- Online Searches

Job Description

POST TITLE: TEACHING ASSISTANT/HEALTH CARE ASSISTANT – LEVEL 1

GRADE: GRADE 5, points 5 -7

RESPONSIBLE TO: SENCo

JOB PURPOSE

To work with students within the school as part of a team under the direction of the line manager in order to:

- Improve the quality of learning and foster the participation of students in the social and academic processes of the school;
- Seek to enable students to become more independent learners;
- Help raise the standards of achievement for all students.
- Ensuring all students that require personal care are treated with dignity and respect
- Enable all learners, despite physical and emotional disability, are able to take a full and as active role within the Academy

GENERAL RESPONSIBILITIES

1. Support the overall Christian ethos of the Trust.
2. Be aware of and comply with Trust policies and procedures including but not exhaustive of:
 - Acceptable Use of IT Policy
 - Code of Conduct
 - Extremism & Radicalisation Policy
 - Health, Safety and Security Policy & Guidance
 - Keeping Children Safe in Education (Part 1) Guidance
 - Safeguarding Policy and Training Slides
 - Whistleblowing Policy
 - IT Pack including Acceptable Use Statement
 - Health, Wellbeing and Benefits Policy
 - Finance Policy
3. Be aware of and support difference and ensure equal opportunities for all.
4. Contribute to the overall aims of the Trust and Academy Improvement Plans
5. To develop and implement own professional development and skills
6. To behave in a manner that is professional, friendly, fair with students and colleagues demonstrating and role modelling politeness and respectfulness
7. To demonstrate an excellent record of attendance and punctuality.
8. Work cooperatively as part of the Trust wide staff team
9. Undertaking any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.

SPECIFIC RESPONSIBILITIES

SUPPORT FOR THE STUDENT

- Support and direct activities with either individuals or groups of students to ensure their safety and facilitate their physical, emotional and cognitive development
- Contribute to the health and well-being of students
- Establish and maintain good working relationships with individual students and groups
- Promote and reinforce the students' self-esteem and independence e.g. support in form time, unstructured time etc.
- Encourage acceptance and inclusion of all students
- To support groups of students as directed during formal public or internal school examinations
- To assist students on work placements, educational visits, residential, and recreational activities as appropriate
- To assist students with self-organisation and in the completion of homework tasks, in allocated periods during the school day
- Drawing on knowledge of various forms of individual needs, to develop an understanding of the specific needs of the students within the school community
- To liaise effectively with parents/carers as appropriate
- To assume responsibility for designated keyworker role at School Action Plus and/or a named EHCP child
- To assist the other health care assistants in carrying out their role in providing specific assistance to personal care needs of students
- To ensure that you cover the role of personal care in a colleague's absence with guidance from the SENCo/ Lead SEND teacher and Level 2 Teaching Assistants
- To provide care, as and when needed, on off site visits and trips
- To provide practical and personal assistant to individual pupil needs
- To assist students with their day to day personal care needs, personal hygiene, toileting and feeding
- To promote students' independence skills in relation to personal hygiene, toileting and feeding
- To monitor the behaviour of students, encouraging positive behaviour and reporting any incidents
- To ensure the safety and well-being of children, providing support where necessary or signposting concerns to colleagues
- To liaise with external agencies, where appropriate, talking through therapeutic programmes and discussing programmes
- To write specific health care plans/Personal Evacuation Plans for key students
- To be responsible for the recording and distribution of medicines
- To support students over break and lunch times

SUPPORT THE TEACHER

- Help with the collation of Review/Annual Review meetings
- Help with classroom resources and records
- To implement learning programmes as directed by the class teacher – with individual or small groups
- To monitor individual student's needs and provide regular feedback to the teacher
- Contribute to the management of student behaviour
- To participate in the evaluation of the support programme
- To contribute to the maintenance and development of the Learning Support Faculty

SUPPORT FOR THE CURRICULUM

- Support and reinforce the school curriculum including catch up KS3/GCSE work, literacy, numeracy activities in a 1:1 setting and in the classroom
- Provide support for learning activities including enrichment activities during the normal school day
- Support the use and development of ICT within the classroom
- Support the smooth running of the Faculty by covering designated priority lessons of absent staff as and when required by the SENCo
- To take responsibility for display and up keep of designated areas in the Faculty

SUPPORT FOR THE SCHOOL

- Maintain effective working relationships with colleagues and parents
- Maintain and safeguard the confidential nature of student/teacher/home issues
- Contribute to the maintenance of student safety and security, including break and lunchtime duties in the Faculty and taxi duties
- Attend Faculty/Pastoral meetings as appropriate

STAFF CONDUCT

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

DRESS CODE

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.
- Some functions within the Trust are required to wear uniform that will be supplied by the Trust.

| PERSON SPECIFICATION – LEVEL 1 TEACHING ASSISTANT/HEALTH CARE ASSISTANT | | |
|---|---------------------------|-----------|
| | ESSENTIAL | DESIRABLE |
| EDUCATION & TRAINING | | |
| Further or Higher Education | * | |
| NVQ3 in Early Years Care and Education; BTEC National in Learning Support; The Council for Awards in Children’s Care and Education [CACHE] Diploma or relevant experience | | * |
| Take responsibility for own professional development and be willing to partake in further in-service or external staff development and training | * | |
| Qualifications in specific health care needs such as epipen training/ first aid/ moving and handling/ dispensing medicines | | * |
| EXPERIENCE | | |
| Previous experience of working within an educational setting | | * |
| Previous experience of working with young people and those with specific health needs/ personal care needs | * | |
| Experience of working with children with special educational needs | | * |
| Experience in previous care roles either adult or children | | * |
| Willingness to identify and develop own IT skills | * | |
| Working knowledge of DCSF, Local Authority and other regulatory body’s legislation and policy relating to education | | * |
| PROFESSIONAL SKILLS | | |
| Excellent written and oral communication skills | * | |
| Excellent organisational and administrative skills | * | |
| Good interpersonal skills | * | |
| PERSONAL QUALITIES | | |
| Confidence and independence | * | |
| Ability to work unsupervised and independently understanding school roles and responsibilities and your own position within these | * | |
| Builds and maintains effective relationships with colleagues and stakeholders in a fair and equitable manner | * | |
| Good time management skills | * | |
| Commitment to Equal Opportunities | * | |
| Willingness to work within the Christian framework of the school | * | |
| Suitability to work with children Enhanced DBS | Undertaken on appointment | |