



L3 TA Nursery

Application Pack

Welcome to INOVA Multi-Academy Trust and thank you for your interest in joining our organisation. I am the Chief Executive Officer, and I feel incredibly proud to lead such a wonderfully diverse group of schools, that have people at their heart.

We were established in 2011 (originally as Tapton School Academy Trust) and operate a family of schools across Sheffield, offering education from early years to sixth form.

We employ nearly 1000 staff, and those people are incredibly important to us. One of our key strategic priorities is to attract and develop capable people with great character, so that our young people thrive. If you work with us, you will receive best in class talent management opportunities through our Institute of Talent, to develop yourself and open doors to a wealth of career opportunities within (and outside) of our Trust.

We are mindful of the workload challenge currently facing the sector, so we are focused on reducing workload and creating conditions where our colleagues have a fair work/life balance. To do so, we are investing in technology (such as iPads and AI) and aligning our systems, to save our staff time so they can focus more on the things that really matter.

We are at an exciting crossroads in our journey as a Multi-Academy Trust. If you are passionate about working with young people, and love working collaboratively within a team environment, then we'd love to hear from you. If you want to help shape the future of a modern, transformative group of schools, where innovation, collaboration and excellence thrive, you will find a like-minded group of people at INOVA MultiAcademy Trust.

Thank you again for your interest in joining us and the best of luck with your application.

Lee Barber
CEO



About INOVA Multi-Academy Trust

Since forming in 2011 we have grown to 9 schools - 5 primary and 4 secondary - providing learning to over 7,500 learners from 2 - 18.

Collaboration is systematic to our Trust. We give our leaders license to operate and empower them to do the right thing for our organisation.

Our Vision: Transforming lives through the power of learning.

Our Mission: To equip young people with the knowledge, skills and character to thrive in a rapidly changing world. From nursery to destination, our pathways will embed a culture of innovation, collaboration and excellence delivered through high quality, inclusive and enjoyable educational experiences.

Our Values: Innovation : Collaboration : Excellence



Our Values

Innovation

- We embrace forward thinking solutions
- We experiment, learning from our success and failures
- We champion the use of cutting-edge resources
- We are agile in our approach.

Collaboration

- We ensure a safe and transparent culture
- We are proactively involved in our communities
- We apply resilience and adaptability
- We promote teamwork and inclusivity.

Excellence

- We have high standards and expectations
- We continually evaluate, seeking improvement
- We insist on equity for all
- We foster a culture of ownership and responsibility.



Our Offer

Each of our schools has its own distinctive character, reflecting the local community it serves. Children joining us have a broad range of abilities and social backgrounds. We recognise and celebrate different aptitudes and interests and believe that everyone can develop through dedication and hard work, leaving our schools fully prepared for successful lives.

Primary Education

Each of our primary schools are Ofsted graded 'Good' giving our children an excellent start to their education and preparing them fully for their secondary transition.

Secondary Education

Our secondary schools work in close collaboration to further develop our curriculum and outcomes. Our sixth form provision is Ofsted graded 'Good' or 'Outstanding.'

Central Services

Our support staff are highly valued, and we offer a range of central services to our schools to enable them to concentrate on outstanding teaching, high quality learning and effective support for individual needs. Services include:

- Catering
- Communications and Marketing
- Facilities and Estates
- Finance
- Governance
- HR
- IT
- School Improvement.

The Role

We are seeking to appoint a L3 Teaching Assistant to support within our Nursery. The teaching assistant will support the delivery of quality first teaching in the setting by working with individuals and small groups of children.

Salary Range	Grade 4 SCP7-12 £25,484- £27,711 PRO RATA
Hours of Work	Monday – Friday 8am – 3.30pm, 39 weeks per year
Responsible To	Head of School
Responsible For	Learning support for children within Nursery To address the individual needs of children and help them overcome barriers to learning both in and outside school in order to achieve their full potential.
Benefits	<ul style="list-style-type: none">• Salary Sacrifice Car Scheme• Cycle to Work Scheme• Discounted membership for Westfield Health• Occupational Health• Wellbeing Programme• Continuous CPD and Training

Responsibilities

<h2>Work with Children</h2>	<ul style="list-style-type: none"> • Responsible for record keeping and sharing of information with the nursery manager for a key group of children. • Lead activities for a group of children, indoors and outdoors on a daily basis. • Complete activities linked with children's individual extended support plans and EHCPs. • Undertake intervention support for small group and individual children and feedback to class teacher • Support within the classroom environment to ensure that children are accessing learning. • Support children through snack times and lunchtimes. • Being a champion advocate and voice for students, valuing their opinion and involvement in school activities. • Support children with life skills and personal hygiene where necessary. • Liaise with class teachers and SENCOs to feedback progress towards personal targets.
<h2>Identification Responding Reporting</h2>	<ul style="list-style-type: none"> • Follow school systems of recording to ensure that they are rigorous, accurate and in line with school /Trust policies. • Monitor and respond to the school reporting systems (CPOMS) to ensure that incidents are followed up and dealt with in an appropriate and timely manner. • Complete case studies and intervention logging to show progress of individuals and small group intervention support. • Meet with professionals to discuss progress as part of reviews. • Promote positive values, attitudes and behaviour , dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.
<h2>Working with others</h2>	<ul style="list-style-type: none"> • Represent the school by liaising with external agencies, colleagues and multiagency teams as required. • Explore and build relationships with other educational providers that would be of benefit to the school, children and parents. • Support handover to and from parents in the morning and afternoons. • Participate in SPD alongside staff, working collaboratively and sharing ideas
<h2>Additional responsibilities</h2>	<ul style="list-style-type: none"> • The ability to converse at ease with members of the public and students and provide advice in accurate spoken English is essential to the role. • To undertake any additional responsibilities and duties, commensurate with the post, as requested by the Headteacher. • To maintain high levels of confidentiality and professionalism at all times. • Support the vision, ethos and policies of the Trust, ensuring the school meets all statutory safeguarding requirements.

	<ul style="list-style-type: none">• Any other related duties and responsibilities as may arise.

The Person

The successful candidate will demonstrate the following:

<p>Skills and Knowledge</p>	<p>Experience of working with primary aged and/or Early Years children Level 3 TA qualification Up to date knowledge of teaching strategies to support children with Special Educational Needs Excellent time management, motivational and communication skills that inspire high ambition throughout school. A highly effective person who is able to work as part of a team. Personal skills to establish excellent working relationships with all members of the school and wider community</p>
<p>Qualifications and Experience</p>	<p>Experience in working with children including disadvantaged children to secure the highest outcomes Experience of delivering interventions to support progress in attainment in Reading, Writing and Maths Has worked successfully with children, parents and staff Has experience of working effectively with children in Early Years Has experience of working in classroom settings offering support so that children can engage and succeed in their learning.</p>
<p>Personal Qualities</p>	<p>Conviction that all children can succeed and a commitment to securing the highest care for all. The personality to engage and enthuse staff, children and parents. Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work. An ability to analyse and interpret information to make informed decisions and exercise good judgement Be personally committed to the development and welfare of every child A commitment to the safety and safeguarding of children and staff. Show total commitment to the school's wider community.</p>

Fluency Duty: The ability to converse at ease with members of the public and pupils, and provide advice in spoken English, is essential for this post.

How to Apply

Applications for this role are via TES.

Visits are warmly welcomed, please contact the school directly 0114 2343304.

The closing date for applications is 8th December 2025. The interview date is to be confirmed.

Safeguarding

INOVA Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. We will ensure that all of our recruitment and selection practices reflect this commitment. All candidates will be subject to the following employment checks:

Shortlisted Candidates:

- References will be requested before interview
- A Criminal Convictions Disclosure Form will be requested at interview
- Evidence of right to work in the UK will be requested at interview
- Qualification certificates will be requested at interview
- Disclosures concerning child protection investigations, relationships with pupils, employees, governors or trustees, prohibition orders and section 128 directions (where applicable) will be requested at interview
- We may conduct online searches for shortlisted candidates prior to making our final decision. If any information obtained from the online searches raises concerns around someone's suitability for the role, or to working with children, then this may be raised with the candidate at interview and/or we may take advice from the local authority children's service.

Successful Candidates:

- Successful candidates will be required to undertake a DBS Enhanced Disclosure (with barred list) check
- Successful candidates will be required to complete a Childcare Disqualification under the Childcare Act 2006 Declaration (for applicable posts)
- Pre-employment medical screening.

Please Note: Canvassing of any employee, Trustee or member of the Local Governing Board, directly or indirectly, and your application will be disqualified.

Policies: Our approach to safeguarding and school safeguarding policies can be found on the Trust website: <https://www.taptontrust.org.uk/page/?title=Safeguarding&pid=69>

Equality and Diversity

We are committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair and that applicants are not discriminated against on the grounds of race, nationality, gender religion, age, disability, marital status or sexual orientation.

Data Protection

As part of the recruitment process, we need to collect your personal data. For more information about what we do with your personal data, please see our Recruitment Privacy Notice on the [policies](#) page of our website.

