

Teaching Assistant Information Pack





Dear Colleague,

I am delighted you are considering joining us at REACH School. We are an Alternative Provision in Kings Heath, Birmingham taking students from across the South Area Network and beyond. We are committed to providing a curriculum that is nurturing yet challenging, balanced yet individualised whilst being high quality, engaging and broad to ensure we meet the needs of our students. All students are challenged to exceed their own expectations in an environment that puts their individual needs at the centre of everything.

Ofsted recognised that we continue to do a good job in 2022 and help to make significant difference to the life chances of our students. We are very proud of the achievements our students make academically and in many other spheres. We are currently in an exciting development stage of the school and would like to increase our school numbers in the next year.

The job description and person specification give you an indication of the scale and ambition we have for this post. If you have the passion, commitment and resilience to make a significant difference in this role I would be delighted to receive your application.

Your application must be made online and received by **9am on Tuesday 6th May 2025**. Please outline in your Supporting Statement your experience and achievements, how these equip you for this role and how you will make an impact in our school. Interviews are expected to take place during the week commencing **12th May 2025** (subject to change).

Yours faithfully

John Gibson

Headteacher

Reaching all Educating to Achieve through Challenge with High expectations

REACH School, 9 High Street, Kings Heath, Birmingham B14 7BB
www.reachschool.co.uk 0121 675 8989 info@reachschool.co.uk Headteacher: John Gibson



Post Title: Teaching Assistant
Salary/Grade: Grade 3 point 9 – 22; £26,409-£32,654 pro-rata for TTO
Contract Type: Full Time 36.5 hours per week Term Time Only
Contract Term: Permanent
Contract Start Date: September 2025

We are looking for a passionate and driven Teaching Assistant to join us in supporting our students in meeting and achieving their goals and developing their social and educational skills.

Many students might have a range of needs including social and emotional difficulties which can often impact upon their learning. Consequently, the ability to engage with challenging and vulnerable learners is an essential part of this job. Our mission is to ensure that each young person leaves REACH on the correct pathway to be able to fulfil their best educational outcomes and life chances.

Our perfect candidate will:

- Be a consistently good to outstanding practitioner
- Be able to motivate, challenge and inspire students to achieve their best
- Be able to establish and develop outstanding relationships with students and staff
- Help us to build on already good results
- Contribute to our core vision and values
- Be able to work independently and as part of a strong and cohesive team

Together we form a friendly and dedicated community. We pride ourselves on being a welcoming team that provide an inclusive and supportive environment for our students and staff alike. All staff take an active role in supporting our students whilst onsite and developing relationships and support networks.

REACH School is based on Kings Heath High Street in Birmingham, with a private car park.

Our application pack and link to make an online application can be found on our website

<https://www.reachschool.co.uk/>

Completed online applications must be received by 9am on Tuesday 6th May 2025. Interviews are expected to take place during the week commencing 12th May (subject to change).

If you would like to visit the school before making an application please contact Georgia Foster, Bursar on 0121 675 8989 or info@reachschool.co.uk.

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Core Purpose: To support the progress, learning, engagement and inclusion of students. To support teaching staff in the development and education of students including the provision of specialist skills as appropriate.

Duties and Responsibilities:

- Support the activities, learning and progress of students
- Establish and maintain relationships with individual students and groups
- Contribute to reviews as appropriate
- Support students effectively during learning activities
- Promote student's social and emotional development
- Contribute to health and well-being of students
- Support students with specific needs (where appropriate to the focus of the role), for example, cognitive or learning difficulties, behavioural, emotional and social development needs, communication and interaction difficulties
- Support students with literacy and numeracy skills
- Stretch and challenge students in their learning where appropriate
- Contribute to the planning and evaluation of learning activities
- Assist in preparing and maintaining the learning environments
- Contribute to the positive management of student behaviour
- Support the development and effectiveness of team work and employability skills within the school environment
- Liaise with parents as appropriate
- Work as required across the curriculum within the school
- Attendance at appropriate staff meetings and parents' evenings
- Other responsibilities:
- Take personal responsibility for promoting and safeguarding the welfare of children and young people he/she is responsible for or comes into contact with.
- Undertake and participate in relevant CPD and appraisal arrangements.
- Follow all organisational systems, policies and procedures.
- Support and promote diversity and equality of opportunity for all.
- Follow data protection procedures and treat with confidentiality any personal, private or sensitive information about individual students, staff and/or associated organisations.
- Promote and support inclusive practice.
- Promote the agreed vision and aims of the school.
- To perform other duties where/when deemed appropriate by your headteacher.

While every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified. Employees will be expected to comply with all reasonable requests from the Headteacher to undertake work of a similar level that is not specified in their job description.

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• Evidence of ability to lead and work as a team member	E
• Evidence of contributing to the wider life of a school through extra-curricular activities	E
• Reflective practitioner	E
• Ambitious and committed to own professional development	E
• Ability to work to deadlines and manage pressure to deliver of school priorities.	E
• Ability to manage conflicts effectively	E
• Ability to think logically, clearly and decisively	E
• Ability to organise work, prioritise tasks, make decisions and manage time effectively	E
• A sense of proportion and humour	E

NB: If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.

REACH School is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role

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***“Students are well cared for at REACH School. Staff are acutely aware that many students do not have a positive view of education when they join. Nevertheless, staff work hard to build strong relationships with them.”
OFSTED 2022***

Pastoral Care

Many of our students start REACH having been disengaged from learning with the vast majority having Social, Emotional or Mental Health issues, so supporting our students in recognising and managing these areas is a priority. At REACH School we understand the importance of supporting our students' mental health and physical wellbeing through curricular and extra-curricular activities such as the gym, Life Skills, Pathways and our Active Citizenship, where students investigate their emotions and develop coping strategies. We work with our students through targeted literacy and emotional literacy interventions to not only improve our students' ability, but to help them develop their own social/emotional resilience so that they are better equipped for future pathways.

What we can offer you

We are a small but strong team who have excellent staff/student relationships. We value our staff both as individuals and as professionals and are committed to their personal and professional development. We pride ourselves on being friendly and welcoming to everyone who visits and works with us.

We have a private car park and a fully equipped gym that staff are able to use outside of school hours. We take our work life balance seriously and ensure that workload does not exceed manageable levels. We have a staff workload discussion group that meet once a term to review this.

At REACH we actively promote career professional development through bespoke training to an option of additional certificated and qualifications dependent on need or interest.

Curriculum

At REACH school, we understand the importance of a broad, spiralled and ambitious curriculum to prepare our students for their further pathways, and for their future as global citizens.

“Leaders have put in place an ambitious curriculum. Pupils work towards GCSE qualifications in core subjects, as well as studying a further two options. Alongside this, pupils can also achieve qualifications in functional skills. The curriculum is well structured and sequenced. Careful thought has been given to the order in which topics are studied, as well as the wider content pupils should learn” OFSTED 2022

Our curriculum needs to be flexible, inclusive and offer continuity, coherence and progression, motivating and challenging all of our students, whatever their ability, and promoting achievement for all.

Reaching all Educating to Achieve through Challenge and High Expectations

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***[Staff] create a purposeful learning environment.
Staff want pupils to be successful, and have high expectations of what they can achieve
by the end of Year 11.
OFSTED 2022***

Life Skills

Life Skills at REACH School is an aspect of how deliver PSHE through the curriculum. Through work in lesson time and a wide range of activities across and beyond the curriculum, students gain practical knowledge and skills to help them live healthily and deal with the spiritual, moral, social and cultural issues they face as they approach adulthood.

Subject overview- all students have the opportunity to study:

- GCSE English, English Literature, GCSE Mathematics, GCSE Double Science
- Life Skills
- Two or more optional GCSEs
- Functional Skills in Maths
- AQA Unit Awards

Enriched curriculum

- **CEIAG** is integral, ensuring all students have access to support and opportunities to enable them to make informed decisions about their future.
- **In Year 10, Work Related Learning** uses the context of work to develop knowledge, skills and understanding that are needed in a work environment. Students attend their work placement on a weekly basis for 5 hours where they gain employability and vocational skills, alongside level 1 or 2 vocational qualifications.
- **In Year 11, Pathways** provides the opportunity for students to reflect on their own skills and attributes, and to focus on developing and applying employability skills in their future careers. All Year 11s have a one to one careers interview with Birmingham Careers Service and have a bespoke careers action plan created to widen Post 16 aspirations and support students on their journey.
- **Active Citizenship** helps all student to develop a positive and resilient identity through experiential learning. The curriculum will give students the opportunities to develop character virtues through both classroom teaching and outdoor opportunities.

***Many pupils enjoy the school's 'active citizenship' days. These have a focus on developing pupils' character through lessons and off-site activities. Pupils experience a range of trips, including for indoor caving, mountain biking and walks in the Malvern Hills.
OFSTED 2022***

- **RSHE** is a integral part of the curriculum at REACH and teaches our students the importance of positive and healthy relationships, family life and respect for themselves and others. Our RSHE curriculum empowers our students to develop and form their own positive values, attitudes, personal and social skills, and increase their knowledge and understanding of how to make informed decisions and life choices.

If you would like to visit the school before making an application please contact Emma Holland, Office Manager on 0121 675 8989.

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