BROMLEY BEACON ACADEMY

CANDIDATE PACK

Progress Partner

Start date:
ASAP
Location:
Old Homesdale Road, Bromley BR2 9LJ

LONDON SOUTH EAST ACADEMIES TRUST

About Us

BROMLEY BEACON ACADEMY

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Orpington campus (BBAO) we cater specifically for 7-13-year olds (Key Stages 2 & 3) with a hub at Bromley Trust Academy, Midfield for our Key Stage 1 pupils. The focus is on developing core skills of literacy and numeracy, whilst offering a broad range of other curriculum areas to provide real interest for our pupils.

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BROMLEY BEACON ACADEMY

About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website: LSEAT.co.uk

LONDON SOUTH EAST ACADEMIES TRUST

Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

Our Values

Learning

Independence

Friendship

Emotions

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Job Description

BROMLEY BEACON ACADEMY

Job title: Teaching Assistant

Salary: H13 to H17 on the LSEAT Harmonised pay scale

Contractual Hours: Full-time

Contractual Weeks: Term Time Only

Position Status: Permanent

About our vacancy

We are looking for inspired Progress Partners to join our SEMH school, for pupils aged 14-18. You should have a passion for learning, be highly motivated, work well as part of a team and be committed to engaging with pupils in a positive, calm and caring way.

This is an exciting opportunities to join our collaborative and ambitious teaching team on either a full time, part time or temporary contract.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels. As all children have an EHCP and are working significantly below age-related expectations, the role is more likely to suit those who are trained/experienced within Early Years, Primary or Special settings. ECTs and those with SEN/autism experience are also welcome to apply. We operate an EYFS/Primary model of teaching up to and including Year 13 with some specialist teaching in Y10-13.

We can offer you the opportunity to make life-changing differences to children, and work with a supportive, caring, dedicated staff and MAT.

Job Description

BROMLEY BEACON ACADEMY

Main purpose of the job:

- To achieve the highest possible levels of progress and achievement for all pupils at Bromley Beacon Academy (BBA).
- To support the Senior Leadership Team in creating lasting improvement in the quality of provision through supporting on teaching, learning and assessment with professionalism and high expectations.
- To develop systems to ensure all key performance indicators are able to be measured appropriately on a regular basis.

Key responsibilities of the job holder:

- To contribute to the development and improvement of academy life for all pupils through effective support of teaching, learning and assessment.
- To take a lead role in delivering learning activities to individuals and groups of pupils under an agreed system of supervision.
- To make a significant contribution to the planning and preparation of learning activities for specified individuals or groups.
- To provide the relevant teacher(s) with appropriate feedback and reports on pupil achievement, progress and development.
- To contribute to effective team practice by attending and participating in planned in-service training as appropriate.
- To promote the inclusion of all pupils within the classroom and being aware of different pupils' specific needs.
- To understand and respond positively to the physical, emotional and /or behavioural need of pupils and to encourage participation and independence.
- To promote and reinforce Academy policies, practices and procedures, including an understanding of child protection and health and safety responsibilities.
- To participate in multi-agency meetings when required.
- To liaise with parents/ carers as point of contact for learning support/ welfare issues.
- To take part in progress meetings to understand the progress that the students are making and to know how to further support them.

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- To be able to take cover lessons when required in the main subject that they are allocated to.
- To contribute to updating key documents such as pupil passports and progress review documents.
- To attend all professional development training.
- To take part in curriculum planning.
- To take on an area to champion such as dyslexia, ADD etc.
- To take part/lead on event days.
- To work in partnership with both internal and external staff/ agencies to support the Teaching, learning and Assessment of the pupils.
- To work with the SLT on the BBA development plan and any other academy wide plans as directed.
- To attend team meetings and participate in activities that support the senior leadership team in the maintenance of teaching, learning and assessment.
- To assist and support other members of staff to ensure the smooth running of the academy including involvement in offsite activities.

General

- To work across the academy as directed by the Headteacher.
- To carry out the duties and responsibilities of the post in accordance with BBA policies and relevant to health and safety guidance and legislation.
- To use IT systems as required to carry out duties of the post in the most effective manner.
- To participate in performance management and undertake training and professional development as appropriate.
- To undertake other duties appropriate to the post that may reasonably be required by SLT.
- To ensure that all services within the areas of responsibility are provided in accordance with BBA commitment to high quality provision.
- At all times carry out the responsibilities of the post with regard to BBA Equal opportunity policies.
- Attend school-based meetings and complete relevant administrative tasks.
- Undertake any other duties commensurate with the level of the post, as required to ensure the efficient and effective running of BBA.
- Be physically fit and prepared to undertake positive handling training with all staff as required by the SLT.
- Be prepared to use, and support other staff, using positive handling techniques as a last resort in conflict management

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General Requirements

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

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What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

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Our Values

SUCCESS
Success is for all. We create a culture of continuous improvement, encouraging all learners and staff to strive to be better, and succeed.

TEAMWORK
We work together to maximise the talent and abilities of all, with our learners central to every choice
we make.

ACHIEVEMENT
We have ambition for our learners and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential

RESPECT
We empower our learners and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

SERVICE
Our purpose is to serve our learners and our communities. Leaders at every level serve with integrity, ensuring our learners achieve and progress in society.

Person Specification

BROMLEY BEACON ACADEMY

Skills, qualities, experience	Essential	Desirable
Level 3 or 4 Certification in specific subject area	√	
Grace C or above in both English and Maths	√	
Excellent communication skills	√	
Experience of working with young people within a school environment	√	
Ability to interpret data	√	
To be flexible and adaptable	√	
Willingness to undertake training as required to fulfil role	√	
Ability to present to different audiences	√	
Ability to promote the ethos of the Academy	√	
To be positive and committed to inclusive education	√	
To be a good team player	√	
Competent IT skills	√	
A desire to establish, develop and embed structures, systems and procedure that will create an outstanding Academy	√	

Person Specification

BROMLEY BEACON ACADEMY

Skills, qualities, experience	Essential	Desirable
An understanding of national developments in the area of SEMH	√	
Ability to build effective working relationships with a range of partners and stakeholders	√	
Ability to motivate colleagues and learners through a positive and professional attitude	√	
Strong interpersonal skills and an ability to communicate clearly both orally and in writing	√	
Ability to use key aspects of ICT to present data	√	
Ability to prioritise competing demands	√	
Ability to work as part of a team	√	
Excellent attendance and punctuality	√	

BROMLEY BEACON ACADEMY

How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page here.

Closing date: September 2026

Interviews: TBC

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