

DMAT
Getting Better Never Stops



READING INTERVENTION TEACHING ASSISTANT

£26,016 FTE (£17,027 pro rata)



OAK TREE PRIMARY SCHOOL



Welcome from Oak Tree



Oak Tree
Primary School

At DMAT & Oak Tree Primary, we believe in putting people first.

All children are entitled to an excellent education, and staff are our most important asset. Guided by our strong moral purpose, we serve our communities with integrity and collaboration is at the heart of everything we do. We are proud to have joined Durrington Multi Academy Trust in January 2025 and are enjoying being part of a successful team.

Oak Tree is a welcoming, happy school, where every member of the team plays a vital role in creating an environment where children can thrive. We value kindness, respect, and a shared commitment to doing what's best for our pupils, their families, and each other.

This role is central to the success and smooth running of Oak Tree Primary School. As a Teaching Assistant, you will play a vital part in creating a positive, engaging, and nurturing environment where every child can thrive. Working closely with teachers and pupils, you'll help bring learning to life and make a real difference to children's experiences every single day.

This is a wonderful time to join Oak Tree Primary School. We have a dedicated and experienced team who are passionate about supporting every child to reach their full potential. We're looking for someone who shares our values, brings warmth, energy, and commitment, and takes pride in helping children learn and grow. In return, you'll be part of a supportive and welcoming community that recognises and values the important contribution you make.





About DMAT

Our Trust



Durrington High School



The Laurels
Primary School

The Laurels Primary School



Oak Tree
Primary School

Oak Tree Primary School



Ringmer Primary & Nursery
School



Durrington Research School



The South Downs SCITT

Contact



01903 705631



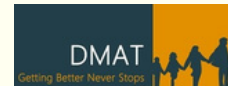
admin@dmat.education



www.dmat.education

@dmateducation

Our Core Principles



Durrington Multi Academy Trust is driven by moral purpose. At DMAT we believe children only get one chance at education. Our moral purpose is to ensure that every child achieves and succeeds, whatever their starting point.

Everything we do is driven by three core principles:

- **Excellence:** high-quality education in every classroom for every child
- **Aspiration:** a relentless belief that all can achieve beyond expectations
- **Transformation:** improving life chances for young people and their communities

DMAT's approach is built around partnership. We support school leaders to focus on the work that matters most: improving teaching, strengthening culture, and securing excellent outcomes for pupils.

Our central team provides expert support across finance, HR, operations, estates, governance, compliance, and school improvement. This enables leaders to spend more of their time on children, staff, and the quality of education.

The Trust has a sustained focus on developing people. The presence of Durrington Research School and South Downs Teacher Training gives DMAT a distinctive strength in teacher development, evidence-informed practice and system leadership.

Our staff are our most important asset. Our colleagues are hard working and totally committed to ensuring the best education for every pupil.

OUR SCHOOL



Oak Tree Primary School is a happy, vibrant, inclusive and nurturing learning environment at the heart of its community. We have an experienced, dedicated staff who deliver an engaging and rich curriculum to ensure that all children are able to reach their full potential. From their beginnings with us in our Foundation Stage through to Year 6. Our rich and ambitious curriculum ensures that they are ready for the next steps in their learning. Our families, staff and governors work closely together and support personal growth and development so that our children are resilient, confident, respectful and kind.

Oak tree Primary School is proud to be part of the Durrington Multi Academy Trust (DMAT) which believes that every child has the right to an excellent education and the opportunity to achieve well, regardless of their starting point. As a team we have high expectations of success for our children.





Why Choose Us?



Our people tell the story best

At Durrington Multi Academy Trust, we believe that exceptional schools are built by exceptional people. This year we introduced our first independent, trust-wide workforce survey through Edurio, benchmarking our results against more than 82,000 education professionals nationally.

The results show a culture where staff are proud of their schools, committed to their pupils and positive about the support they receive.

Staff who would recommend their school to parents

+16% above national benchmark

Overall job satisfaction

+9% above national benchmark

Level of professional support

+7% above national benchmark



STAFF BENEFITS

DMAT
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Virtual Doctor Service – 24/7 GP access with online consultations from home or work.



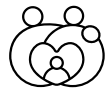
Counselling & Wellbeing Support – Confidential help when you need it.



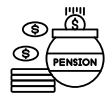
Save money with discounts on food shopping, gyms, cinemas, holidays, and more from over 9,000 top brands.



Legal & Medical Advice Lines – Expert guidance at your fingertips.



Family Cover Included – Children under 18 at no extra cost.



Secure pension benefits with Teacher Pensions & Local Government Pension Scheme



High investment to develop our people



Free onsite parking

**DMAT STAFF HAVE
SAVED OVER
£25,000 IN
MEDICAL COSTS IN
THE PAST 12
MONTHS**



JOB DESCRIPTION

READING INTERVENTION TEACHING ASSISTANT

28.75 HOURS PER WEEK; £26,016 (£17,027.36 PRO RATA)

TERM TIME ONLY - 8:30 AM - 3:00 PM MONDAY - FRIDAY



CORE PURPOSE

At Oak Tree Primary School, our Teaching Assistants play a vital part in creating a warm, inclusive, and inspiring environment where every child can flourish. The purpose of this role is to provide high-quality reading support across the school, helping pupils develop their reading skills, confidence and enjoyment of reading. You will work closely with class teachers, the Reading Lead and SENDCO to identify need, deliver effective support and monitor the impact of intervention.

READING AND SUPPORT

- Provide targeted reading support to individuals and small groups across the school including children with SEND.
- Work closely with the SENDCO, Reading Lead and class teachers to ensure intervention complements classroom provision.
- Support pupils to develop phonics, decoding, fluency, vocabulary and comprehension skills.
- Provide additional support for disadvantaged and SEND pupils and those at risk of falling behind.
- Reinforce high-quality classroom reading and phonics provision.
- Develop pupils' confidence, motivation and enjoyment of reading.

ASSESSMENT AND IMPACT

- Maintain accurate records of intervention, attendance and pupil progress.
- Establish clear starting points and measurable outcomes for targeted pupils.
- Regularly evaluate the impact of intervention and adapt provision where required.
- Share progress and relevant information with teachers, the Reading Lead and SENDCO.

TEAMWORK & PROFESSIONAL DEVELOPMENT

- Work collaboratively with all colleagues.
- Develop expertise in evidence-informed reading intervention and supporting pupils with SEND.
- Participate in relevant training and professional development.
- Contribute to the development of the academy's reading and inclusion strategies.
- Seek guidance from the leadership team when challenges arise.

PUPIL CARE AND GENERAL DUTIES

- Show care and concern, supporting the safeguarding, wellbeing, safety and inclusion of all pupils.
- Promote positive behaviour and respect in line with the school's values.
- Promote high expectations for all pupils, supporting their learning, progress and development.
- Supervise pupils during break and lunchtime, ensuring their safety and enjoyment.
- Support with serving meals and encouraging positive social interaction.
- Report any health, safety, or security concerns promptly.

PROFESSIONAL CONDUCT

- Model professionalism and uphold the school's ethos and values.
- Maintain confidentiality and adhere to academy policies, procedures and expectations.
- Uphold and implement the school behaviour policy

CONTRIBUTION TO SCHOOL LIFE

- Take part in all aspects of school life and promote a positive, safe and inclusive learning environment.
- Promote a love of reading across the school, encouraging pupils to develop a positive reading culture and a lifelong enjoyment of books and literature.

QUALIFICATIONS & KNOWLEDGE

Essential

- Good standard of education with GCSE English and Maths (Grade C/4 or above) or equivalent.
- Understanding of the importance of early reading, phonics and development of reading fluency and comprehension.
- Understanding of barriers that can affect children's progress in reading and awareness of additional needs of disadvantaged pupils and pupils with SEND.

Desirable

- Relevant Teaching Assistant qualification or equivalent.
- Training or qualifications in phonics, early reading or reading intervention.
- Relevant training or professional development in supporting pupils with SEND.

SKILLS & EXPERIENCE

Essential

- Experience supporting or working with children in a school or similar environment.
- Experience of delivering individual or small-group reading interventions.
- Ability to adapt approaches and resources to meet the individual needs and starting points of pupils.
- Good communication and interpersonal skills, with the ability to work effectively with pupils, colleagues and families where appropriate and build positive relationships.
- Ability to work collaboratively with senior colleagues to support pupil progress.

Desirable

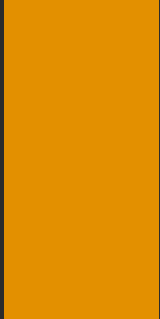
- Ability to support development of pupils' phonics, decoding, fluency, vocabulary and comprehension skills.
- Confidence in using a range of strategies and resources to support pupils with different learning needs and supporting pupils who are working below age-related expectations.
- Experience of monitoring and recording pupil progress.

PROFESSIONALISM & COMMITMENT - ESSENTIAL

- Demonstrates an understanding of the importance of safeguarding and promoting the welfare of children.
- Willingness to adhere to academy policies, procedures and professional expectations.
- Commitment to equality, diversity and inclusion and to creating a safe, supportive learning environment for all pupils.
- Willingness to undertake relevant training and continued professional development.

PERSONAL QUALITIES - ESSENTIAL

- Demonstrates a passion for reading, commitment to inspiring children to develop a love of reading and lifelong enjoyment of books.
- Enthusiastic, patient and encouraging, with the ability to build pupils' confidence and motivation.
- Committed to promoting high expectations for all pupils, regardless of their starting points or individual needs.
- Demonstrates a positive, flexible and proactive approach to work.
- Committed to inclusion, equality of opportunity and the wellbeing of all pupils.
- Able to work effectively as part of a team and independently and respond positively to guidance and feedback.
- Demonstrates professionalism, reliability, discretion and a commitment to maintaining confidentiality.



SAFEGUARDING

Durrington Multi Academy Trust is committed to the safeguarding and wellbeing of all our students and staff. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the Trust.

Staff are supported through regular training and are expected to adhere to the Trusts Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, religion, disability, sexual orientation and beliefs.

HOW TO APPLY

Please apply using this [link](#) or by scanning the QR code below. Please upload a supporting statement (maximum of 2 A4 pages) to include:

- Why you want to work at Oak Tree Primary School
- How your skills and experience make you a strong candidate

For any application queries or requests to visit please contact the school office at **office@oaktreeprimary.co.uk**

We reserve the right to close the advert early should we deem it necessary

