

MAP Primary

SEND TA

“To provide an outstanding education that ensures all pupils reach their greatest potential and live by life’s highest values.”



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Key Details

Salary	Actual Salary: £20,642 - £22,578 (Grade D)	Location	Marine Academy Primary
Hours	32.5	Interviews	Thursday 4 th December 2025
Closing date	Friday 28 th November 2025	Required from	ASAP

“To provide an outstanding education that ensures all pupils reach their greatest potential and live by life’s highest values.”

How to apply

For an informal conversation about the position please contact Recruitment at Recruitment@marineacademy.org.uk

An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy> or click on the apply now button



The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.



About MAP Secondary



Welcome to Marine Academy Primary

Welcome to Marine Academy Primary – Where Stars Shine Brighter! At Marine Academy Primary, we believe every child has the potential to shine. Our caring, dedicated #TeamMarine staff create a safe and inspiring environment where each child can thrive academically, socially, and emotionally. We are passionate about nurturing young learners and helping them grow into confident, curious individuals who are excited about their future. This website gives you a glimpse into the exciting opportunities and experiences we offer at our inclusive, aspirational, and successful free school. From a broad and engaging curriculum to a strong sense of community, we are committed to providing a learning environment where children feel valued, supported, and encouraged to reach their full potential. We invite you to explore our website to learn more about our school, discover how we make learning exciting, and find out about the many ways we support our students' growth. We'd also be delighted to welcome you for a tour of our school, so you can see first hand what makes Marine Academy Primary such a special place.

WAt Marine Academy Primary we are dedicated to providing the best education for all and the very brightest of futures. Our mission is to provide an outstanding education that ensures all pupils reach their greatest potential and live by life's highest values. Not only do we want our children to succeed academically, we want them to be polite, determined and confident citizens of the future.

Georgina Reid
Headteacher



A Warm Welcome from our CEO



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



Moira Marder, OBE

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working for our Trust. This is an excellent opportunity to join our Trust and work in one of our 17 schools.

In our **ambitious** and **inclusive** Trust of schools we know that every individual is critical to help us to achieve our collective mission to **transform lives, strengthen communities** and **make the world a better place**.

Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow our Headteachers**.

This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love through our values



How we will succeed



Job Description

SEND Teaching Assistant (Grade D)

Job Description

Key purpose of the role

Enable the Trust to realise its mission to 'Transform lives, strengthen communities and make the world a better place by supporting students to learn and flourish.

Your responsibilities

- Live our mission and values every day
- Follow all safeguarding procedures to protect students and maintain a culture in which students are protected and achieve the best outcomes
- Support learning by working collaboratively to plan, evaluate and adjust activities and resources which support all students to achieve well, particularly those with SEND
- Deliver whole class, group or individual learning or intervention in and outside the classroom area
- Support students access to learning utilising appropriate strategies and resources
- Monitor, evaluates and assess students as directed, recording progress and providing feedback to support continuous progress
- Assist with the supervision of students during break, lunchtimes and after school, offering structured activities as directed
- Attend to the welfare, administer medications and deliver personal care to students including those with special educational needs, providing advice and guidance to support social, health and wellbeing requirements
- Assist in the development and implementation of appropriate behaviour management and attendance strategies
- Promote the inclusion and acceptance of all students recognising and responding to individual needs
- Support and assist with student access arrangements as directed by the SENDCo and/or act as an exam invigilator
- Establish constructive relationships with parents/carers
- Undertake tasks, including administrative activities as delegated



Job Description

Grading criteria

- Provide on the job training for colleagues and oversee quality of work.
- Establish the best course of action using a range of recognised procedures
- Identify the need, assess the situation and initiate action, providing comprehensive guidance, advice and support.
- Undertake work where there is a wide range of choices, where advice is not normally available and/or decisions where policy, procedures and working standards provide only general guidelines
- Make decisions which have a material effect on the internal operation of their own or other departments.
- Work may be subject to interruption but the program of tasks will not be subject to significant change.
- Good standard of practical knowledge/skills to be able to undertake more complex tasks



Job Description

Teaching Assistant (Grade D)

Person Specification

Qualifications	• Good numeracy and literacy skills with a GCSE (or equivalent) in English and Maths (grade 4 or above)	Essential
	• Completion of relevant training/qualification at NVQ4/HNC or equivalent knowledge and skills	Essential
Experience	• Experience of working with or caring for children	Desirable
Key skills	• Excellent Communication	Essential
	• The ability to promote inclusion and acceptance of all pupils	Essential
	• The ability to relate well to children and adults	Essential
	• The ability to work effectively in a team, with a positive and collaborative manner.	Essential
	• Good Microsoft Office skills (Word, Excel and PowerPoint)	Essential
	• Able to fulfil all aspects of the role with confidence and fluency in English	Essential
Values	• Ambitious: works hard, has the highest standards and is positive for the future.	Essential
	• Selfless: is self-aware and emotionally intelligent to be able to support self and others to thrive. Works selflessly to support the Trust's mission and strategic priorities.	Essential
	• Collaborative: builds strong relationships and networks.	Essential

#lifeattedwragg

We know that our people are our **greatest asset** and research tells us that happiness at work is directly linked to student happiness and consequently **student outcomes**.

We are working hard to make sure that all our employees **love coming to work**.



Our Trust is dedicated to fostering an environment where employees can **reach their full potential, with dignity, respect, and equal opportunities for all**.

We value the unique contributions of each individual, recognising that **diversity strengthens our community and makes our Trust a positive place to work and grow**.

We are committed to excellent employment practices that attract and retain talent from a variety of backgrounds and communities.

The aim of our people strategy is to be the **greatest place to work in the South West**.

We know that to realise our ambitious aim we must **welcome, retain and develop our great people** who work day in day out to **transform the lives of the children in our Trust**.



#lifeattedwragg is focussed on ensuring all our employees:

- **Love coming to work** and have a strong sense of belonging
- **Experience high quality development** through our dedicated development curriculums delivered by the Ted Wragg Institute
- **Inspire others** with their open and collaborative approach

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at www.tedwraggtrust.co.uk/workwithus



The Ted Wragg Institute



We want to ensure that our people feel **invested** and **fulfilled in their role** by providing personalised, relevant and engaging professional development. Our brand-new **Ted Wragg Institute** (TWI) delivers our **high-quality development** offer for all, across our family of schools.

Our incredible offer includes Trust CDP, Leadership Development, Networks, Cohort-specific training and NPQs. Take a look at our offer this year here.

Early Career Teachers

If you are an Early Career Teacher you will benefit from our tailored Early Career Framework combining weekly instructional coaching, asynchronous independent learning, online 'clinics' and in-person conferences. With a dedicated mentor or coach and access to supportive networks the ECTs in our Trust are supported and developed to reach their full potential.

Our professional development delivery model

Our professional development delivery is underpinned by our Education key concept (see page 8). We believe that professional development should build knowledge, motivate, develop techniques and embed practice.

At the Ted Wragg Trust, we are research informed and believe that it is important that everyone involved in sharing ideas understands the underlying rationale and evidence base. We ensure that professional development is:



Sustained

Frequency is critical,
not time span



Practice-Based

Create new habits



Domain-Specific

Create new habits



External Expertise

Challenge the familiar
& refresh ideas



Professional Buy-In

Purpose & benefits
eclipse volunteering

We believe this slightly adapted model from 'Teaching Walkthrus 2', Tom Sherrington and Oliver Caviglioli is applicable to all professional development and will underpin the delivery of all our professional development networks, seminars and webinars.



Our Ted Wragg Standard



Our Ted Wragg Standard provides a **minimum set of high standards** across all our schools to establish clear structures, implement effective processes and hold each other to account **to enable excellence**. It is based on our three key concepts: Leadership, Education and Every Child Succeeds.

Key Concept: Leadership



We believe that great leadership:



Fiercely educates



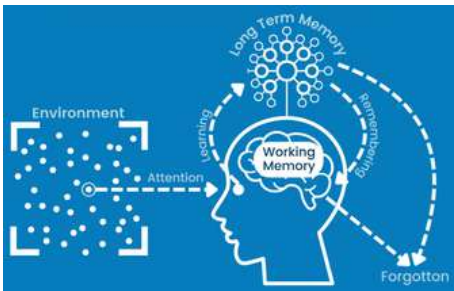
Thrives in a complex system



Is locally enabled

Key Concept: Education

We have a clearly defined and articulated learning model that is understood by all teaching staff. This model of the learning process uses the concepts of Working Memory and Long-Term Memory. It draws on ideas from Cognitive Load Theory and the work of Daniel Willingham.

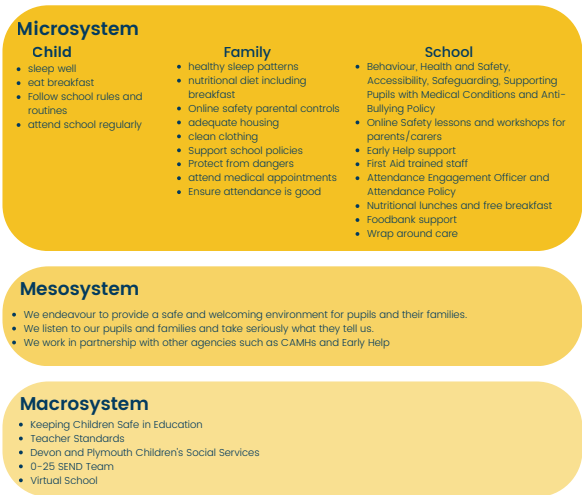


Key Concept: Every Child Succeeds



We believe individual development is well explained using Maslow; that an individual grows in an ecosystem and can be interpreted using Bronfenbrenner's work, and that we are interdependent.

We believe that to enable our children to live a life of opportunity, we need to understand what true inclusion means. To us, our model is based on Maslow's hierarchy of needs and the Bronfenbrenner's ecology of inclusive education.



Our Benefits

A critical part of our People Strategy is to ensure that we welcome and retain our great employees and ensure that they are supported both at home and at work.

When you join our Ted Wragg family we are here for you every step of the way. Here are some of the benefits we offer:



Exceptional development and networking opportunities



Cost of blue light cards can be claimed through expenses



Free annual flu jab, eye test and allowance for glasses



Exclusive discounts, cashback and vouchers



Free, confidential employee helpline. Available 24-7 through Health Assured



Access to Wisdom app to support your mental health



Up to 10% off all Pure Gyms



up to the value of £2,000. cyclescheme.co.uk



Up to 2 days paid emergency time off for dependants



Generous public sector pension schemes for all staff



Timetabled instructional coaching for all teachers



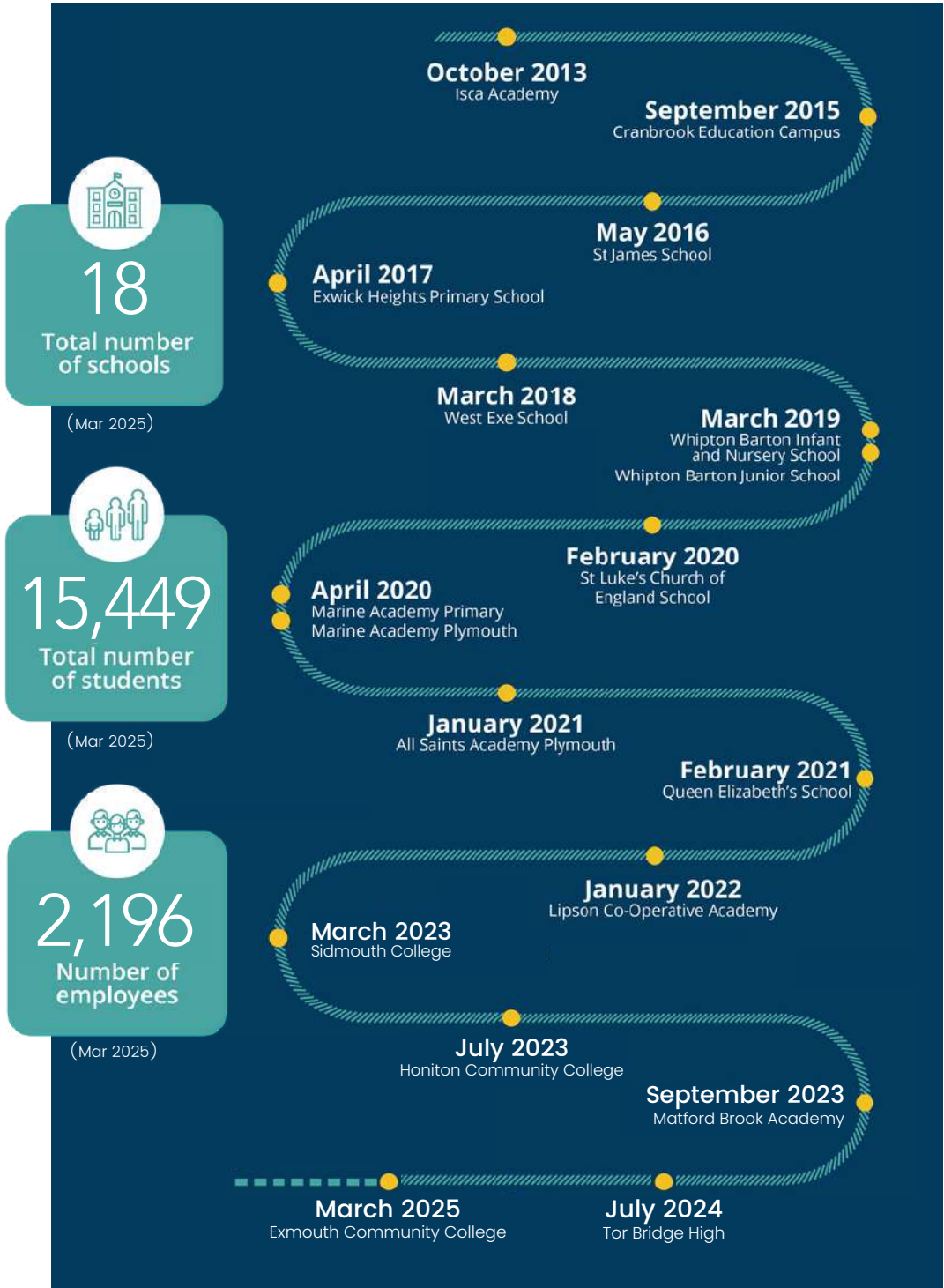
Family friendly policies and flexible working opportunities



Our Trust Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Thank you for your
interest in working for
us!

