



# Application Pack

Teaching Assistant (TA2)

An extraordinary education for every pupil



WILLIS TOWERS  
WATSON

# Welcome



St Clement's Primary School & Preschool is a flourishing one form-entry Primary school. Our Preschool is oversubscribed.

We are a nurturing and inclusive preschool, dedicated to providing a supportive and inspiring learning environment for young children. We aim to help our little learners develop essential skills that will serve them throughout their education and beyond. We are looking for a passionate and enthusiastic Teaching Assistant/Preschool Practitioner to join our team.

We are Ofsted rated 'outstanding' in Personal Development and 'good' in all other areas (October 2024). We are proud that our staff enjoy working at St Clement's and that this was acknowledged by Ofsted: "Staff are positive about the school. They work closely together and support each other well. Staff are reflective and thoughtful about their work."

At St Clement's, we are proud to offer a dedicated, large, and vibrant learning space that fosters creativity and growth. Our preschool features an expansive outdoor area, providing children with the opportunity to learn in nature and develop a strong connection with the world around them. We offer a varied curriculum designed to challenge children of all abilities, equipping them with the tools they need to succeed in life's next steps.

Our school is known for its friendly, supportive atmosphere, where children thrive in a safe and positive learning environment. If you are passionate about supporting young learners and helping them grow, we would love to hear from you.

# Overview



St Clement's CofE Primary School and Pre School is a primary school located in Worcester

We have 254 pupils from age 2– 11 years and 45 staff .

Established in 1976, the school founded The Rivers CofE Academy Trust in 2014

## **Ethos**

We are a one-form entry Primary school with a nurturing ethos. Our vision lies at the centre of everything we do. We provide exceptional provision for pupils' personal development. Pupils say, 'Everyone can be the way they want to be in this school.' (Ofsted, October 2024)

## **Performance**

At this school, 71% of pupils met expected standard at the end of KS2.

**Our latest Ofsted judgments:** October 2024

Personal Development: Outstanding

The quality of education: Good

Behaviour and attitudes: Good

Leadership and management: Good

Early years provision: Good

# About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

## Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

## Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

## Our STARS Values



**Sharing**



**Trust**



**Achievement**



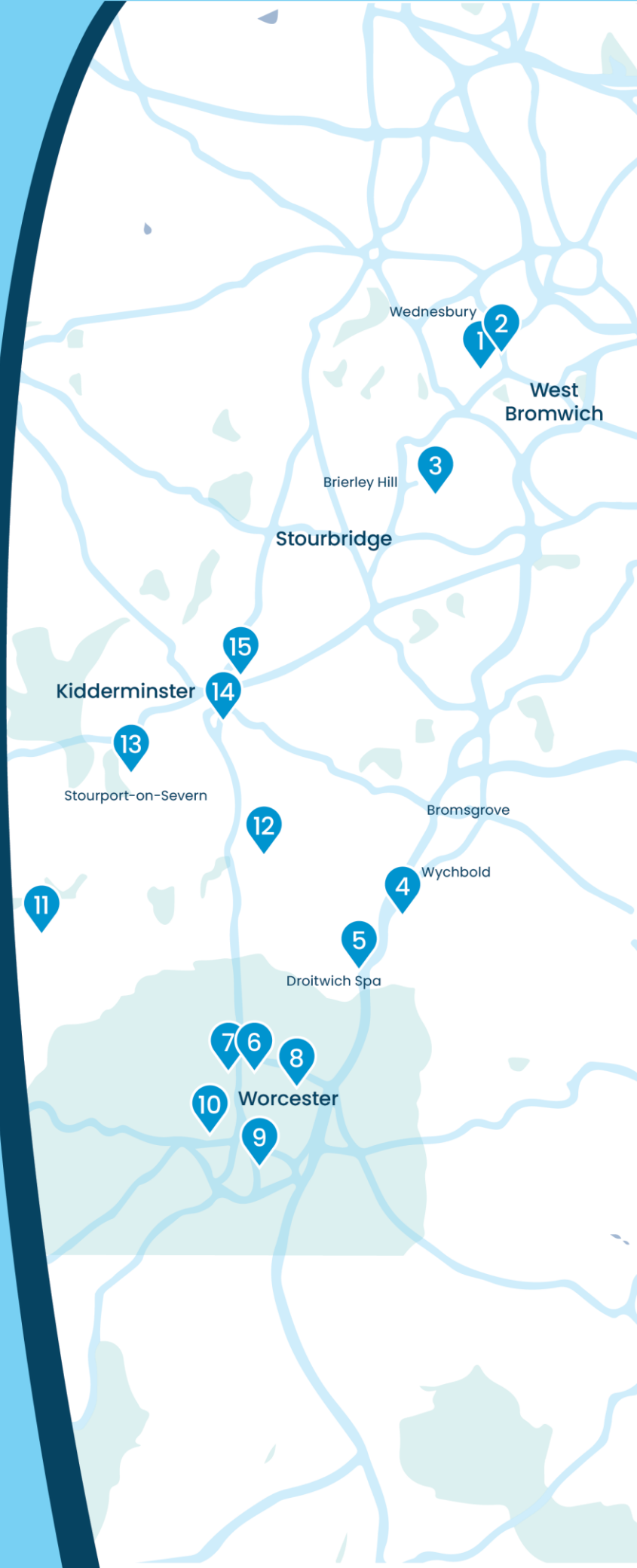
**Respect**



**Safety**

# Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



# Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

## Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

[www.educationmutual.co.uk/service/healthcare-and-wellbeing/](http://www.educationmutual.co.uk/service/healthcare-and-wellbeing/)

## Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

[www.lgpsmember.org/](http://www.lgpsmember.org/)

## Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



# About the Role

<b>Job Title:</b>	Teaching Assistant Level 2
<b>Salary:</b>	TA2 (SCP 5-6) £20,100 – £20,418
<b>Contract Type:</b>	TA 2 permanent contract. 30 hour per week
<b>Reporting To:</b>	Line Manager
<b>Location:</b>	St Clement's C of E Primary School and Preschool

# Job Description

## Key Purpose:

- Planning and delivering challenging, engaging and enjoyable activities.
  - Forming relationships with the children, enabling them to be comfortable in their surroundings and providing an environment where they can play and explore.
- Working as part of a team to deliver a high standard of care and education.
  - To ensure that the preschool is a safe environment for children, staff and others.
- Good understanding of safeguarding issues.
  - Developing partnerships with parents/carers to increase involvement in their child's development
- To be responsible for any tasks delegated by the school leadership team.

## Main Activities:

- To provide a safe, caring, stimulating educational environment, both indoors and outdoors, at all times.
  - To deliver an appropriate play based Early Years Foundation Stage (EYFS) curriculum that enables children to make individual progress.
  - To help ensure our setting meets Ofsted requirements at all times.
- To undertake designated officer roles as directed.
  - To work with other professionals in the local area for the benefit of children and families.



# Person Specifications

## Qualifications and Experience:

Essential	Desirable
<ul style="list-style-type: none"><li>• Willingness to participate in development and training opportunities</li><li>• Relevant Level 2 qualification e.g. Level 2 Certificate for the Children &amp; Young People's Workforce, NVQ Level 2 in Children's Care, Learning and Development (CCLD) or equivalent qualifications</li></ul>	<ul style="list-style-type: none"><li>• Training in the relevant strategies e.g. parenting and/or in particular learning areas, e.g. quality improvement, observation and record keeping, Communication, Language and Literacy, ICT, maths, etc.</li><li>• Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation</li><li>• Understanding of principles of child development and learning processes and in particular barriers to learning</li><li>• Health &amp; Safety certificate</li><li>• Paediatric First Aid qualification</li></ul>

## Skills and knowledge:

Essential	Desirable
<ul style="list-style-type: none"><li>• Ability to plan effective learning and care programmes either under appropriate supervision and guidance or in collaboration</li><li>• Ability to work independently using own initiative.</li><li>• Ability to self-evaluate learning needs and actively seek learning opportunities</li><li>• Ability to relate well to children and adults including other professionals/carers/parents</li><li>• Ability to demonstrate and promote good practice in line with the ethos of the school both indoors and outdoors.</li><li>• Ability to manage multiple tasks, whilst ensuring children, colleagues, parents and carers are respected and listened to</li><li>• Fluent English speaker</li><li>• Effectively communicate with adults and children</li><li>• Good written, verbal and nonverbal communication</li></ul>	<ul style="list-style-type: none"><li>• Training in the relevant strategies e.g. parenting and/or in particular learning areas, e.g. quality improvement, observation and record keeping, Communication, Language and Literacy, ICT, maths, etc.</li><li>• Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation</li><li>• Understanding of principles of child development and learning processes and in particular barriers to learning</li><li>• Health &amp; Safety certificate</li><li>• Paediatric First Aid qualification</li></ul>

# Person Specifications

## Personal Qualities

Essential	Desirable
<ul style="list-style-type: none"><li>• Proactive and positive team player, able to work constructively as part of a team to understand pre-school roles and responsibilities and own position within these</li><li>• Enthusiasm for learning and working with children</li><li>• Caring, friendly, approachable, open, inclusive, welcoming, and personable</li><li>• Able to maintain confidentiality at all times and nonverbal communication</li></ul>	<ul style="list-style-type: none"><li>• Reflective approach and commitment to personal development</li><li>• Able to provide consistently high levels of quality care and education opportunities to all children, in pressured and sometimes challenging environments</li></ul>

# How to Apply

Application forms are available to download here:

[academy-application-form-support-staff-updated-set-2022-11.10.22.docx](#)

Please email completed application forms to Mrs R Bishop,

[office-stc@riverscofe.co.uk](mailto:office-stc@riverscofe.co.uk) by Wednesday 26<sup>th</sup> March 2025.

Interview date: Week commencing 31<sup>st</sup> March 2025

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.



**The Rivers**  
C.of E. Academy Trust

# Get in Touch

## **St Clement's C of E Primary School and Preschool**

Henwick Road, Worcester, WR2 5NS

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[Home | St Clement's CofE Primary](#)

## **The Rivers C of E Academy Trust**

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W: [www.riverscofe.co.uk/](http://www.riverscofe.co.uk/)