



The Rudheath
Senior Academy



Job Application Pack



Teaching Assistant



Headteacher's Welcome

Thank you for your interest in this position of Teaching Assistant at Rudheath Senior Academy. I am delighted to welcome you to our school, where you will be sure of a warm and welcoming community, at the centre of which are the values of Excellence and Kindness.

With the highest calibre of teaching and support staff, our culture and team ethos is very much set around high ambitions for children and a relentless passion to open their eyes to the wonderful world of possibilities.

It's not just our people who make Rudheath a special place to work, but our physical spaces are also world class. Over £10m has been invested to renovate facilities for both children and staff. This investment has produced facilities that are second-to-none and enabled specialist teaching across the curriculum.

Teaching assistants are crucial to the success of Rudheath and they offer invaluable support to our pupils right the way through from Year 6 and their transition to secondary school to the moment they leave us in Year 11.

As a small secondary school our heart extends beyond the gates of Middlewich Road and out to our local partners, charitable organisations, and feeder primary schools. As a result, it is our vision for Rudheath Senior Academy to be an oversubscribed school where all students, staff and parents are proud to belong to.

We make a promise that every pupil will leave here as a resilient, independent, and happy individual, and to make that happen we will be unapologetically ambitious about creating remarkable experiences and making memories that last a lifetime.

If you feel you can contribute to our school, I look forward to receiving your application soon.



James Kerfoot, Headteacher



About the Role

Are you looking for a role where each day is different, filled with experiences that are challenging, fun and fulfilling?

Rudheath Senior Academy has a fantastic opportunity to appoint a Teaching Assistant; a role where you will go home with a sense of achievement knowing that you have made a difference to our children's school lives.

Teaching assistants are pivotal to our success both in and outside of the classroom, providing a great deal of support to students and staff alike. You will be helping our children to expand their wider understanding of the world and play a positive role in school and in their community.

The postholder will be a highly skilled and patient individual who never gives up on children. The ability and experience to support and develop students with social, emotional, and mental health needs both in mainstream classrooms and via one to one and small group interventions will be advantageous.

The post will provide a combination of work with students, teachers, SENDCo, and parents and carers to support a whole team approach to opening children's eyes to the wonderful world of possibilities.





Role Specific Information

Contract:	Permanent
Hours per Week:	32.5 hours per week (8.30am – 3.30pm) Monday - Friday
Weeks per Year:	39 weeks per year Term Time + INSET Days
Salary:	National Joint Council Pay Scales SCP4 – SCP6 (FTE: £21,189 - £21,968) Actual: £16,058 - £16,649 pro-rata per annum Negotiable for the right candidate
Closing Date:	Monday 27 th November 2023
Start Date:	January 2024

How to Apply

Should you wish to apply for the post, please complete our online application form which is accessed via the vacancies page of the school website (www.rudheathsenioracademy.org.uk), and send this to recruitment@rudheathsenioracademy.org.uk.

Job Description

Job title: Teaching Assistant
Reporting to: Director of SEND

- Provide targeted intervention for identified individuals and cohorts and work closely with the SENDCo.
- Enhance students learning by challenging barriers to achievement both inside school context and through work experience.
- Deliver tailored academic and pastoral care, guidance and support with the aim of maximising achievement and opportunities to achieve for all students.
- Work with students in small groups who require literacy intervention outside of the classroom.
- Deliver sessions to students through 1:1/small group coaching conversations and group discussion. Foster peer-group responsibility, set clear learning objectives and firm expectations around the sessions in order for the students to develop transferable learning skills.
- Work in a variety of ways to support, inspire and challenge students to raise levels of

achievement. These may include in-class support, personal organisation of students and their study, supervising enrichment activities and work to support homework.

- To work closely with the SENCo to ensure that the needs of students with special educational needs are met.
- Participate, with other staff, in the comprehensive assessment of students to identify and address barriers to learning.
- Foster and encourage links between the home and the school to support students' development within the school and wider community.
- Support teaching & learning in a safe and healthy environment with a commitment to raising progress and attainment.
- Enhance students learning by challenging barriers to achievement both inside school context and through work experience.

“This school is a friendly and welcoming community. Staff know the pupils well and ensure that they are well cared for.”

- Ofsted, 2023





Person Specification

Education and Qualifications	Essential/Desirable
<ul style="list-style-type: none"> Commitment to personal and professional development, including an up-to-date awareness of the development of all aspects of the role. 	Essential
<ul style="list-style-type: none"> Minimum of GCSE (or equivalent) English and Maths at grade A – C (9-4) 	Essential
Experience	Essential/Desirable
<ul style="list-style-type: none"> Successful experience of working with young people. 	Essential
<ul style="list-style-type: none"> Successful experience of communicating with parents and other stakeholders in a formal settings. 	Essential
<ul style="list-style-type: none"> Knowledge of Data Protection issues, including General Data Protection Regulations (GDPR). 	Essential
<ul style="list-style-type: none"> Experience of working with children with special educational needs. 	Desirable
<ul style="list-style-type: none"> Experience of working in a school environment. 	Desirable
Skills, Ability, Knowledge	Essential/Desirable
<ul style="list-style-type: none"> An understanding of and commitment to safeguarding and promoting the welfare of children and young people. 	Essential
<ul style="list-style-type: none"> Ability to work with a number of stakeholders, including staff, students and parents/carers. 	Essential
<ul style="list-style-type: none"> Well organised, calm, and very positive, confident and assuring. 	Essential
<ul style="list-style-type: none"> Able to encourage, inspire, motivate children. 	Essential
<ul style="list-style-type: none"> Able to quickly engage and build appropriate relationships with children. 	Essential
Personal Qualities	Essential/Desirable
<ul style="list-style-type: none"> High levels of resilience, integrity, honesty, and credibility. 	Essential
<ul style="list-style-type: none"> Motivated and confident in own abilities, self-starter with a can-do attitude. 	Desirable
<ul style="list-style-type: none"> Flexible approach to work. 	Essential
<ul style="list-style-type: none"> Friendly disposition and ability to apply empathy and sensitivity. 	Essential



Recruitment Information

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Safeguarding commitment

North West Academies 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, and where applicable, a prohibition from teaching check will be completed for all applicants.

School queries and visits

Prospective candidates are welcome to discuss any questions that you may have prior to submitting your application; please book a school visit with James Kerfoot, Headteacher, by using the following link- <https://calendly.com/jkerfoottrsa>.

Supporting statement

You will be directed to complete a supporting statement within the electronic application form. We have provided the following questions to help form your statement. Please refer to the job description and person specification when responding to the questions. **We do not accept CVs.**

1. How have your experiences to date prepared you for this post?
2. How are you uniquely qualified for this role?
3. How have you enhanced the wider life of your current/previous school/s?
4. How will you ensure excellent academic progress and outcomes for students of all abilities?

Shortlisting

Due to the number of applications received we are unable to provide feedback to candidates who are not invited for an interview. The school reserves the right to commence the interview process at any time prior to the closing date so early application is recommended.



Why North West Academies Trust?

NWAT believes that an aspirational and inspirational education is the right of every child. Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our students.

As specialists in providing high-quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

As part of NWAT we believe that the best possible education can only be provided if children are happy, well-fed and well-cared for. We understand that children learn best through experiences and that skills should be learned through fun, excitement and challenges. Residential, swimming, inter-school sports and special days out take pride of place on all of the Trust school calendars.

For our staff at Rudheath Senior Academy, we offer:

- Flexible working arrangements.
- Enrolment to the Medicash Proactive Health Plan to help with costs of everyday healthcare.
- Access to 24/7 Employee Assistance Programme.
- Accredited counsellor to offer wellbeing support for all staff.
- Positive recognition culture, seasonal staff events and weekly wellbeing breakfasts.
- Free meals for staff who take part in the Rudheath family dining initiative.
- Bespoke professional development opportunities.
- Open door policy for communication across the school and Trust.
- Opportunity to contribute to the growth and development of NWAT.

*“Opening Children’s Eyes to the
Wonderful World of Possibility”*