



The Pioneer Academy



Post Title: Teaching Assistant

School: South Norwood Primary School, 34 Crowther Road, South Norwood, London. SE25 5QP

Status: Fixed term until December 2023 / 8.45am – 3.15pm/ Term time only

Grade: TPA4 / NJC 2-7 - £23,628 - £25,629 pa (OLW) – FTE

Post Start Date: 31st August 2023, pending pre-employment checks

Closing Date for Applications: 02nd June 2023, 9am

Interview Date: w/c 05th June 2023

Our experienced Head teacher and her supportive senior leadership team are looking to recruit an experienced teaching assistant to work on a fixed term contact until December 2023. This position is term time only, working hours of 8.45am – 3.15pm.

Key responsibilities include:

- Being a good or outstanding classroom TA practitioner
- Continuous improvement of teaching and learning under the supervision of the Class teacher and Lead Teaching assistant.
- Maintaining and raising standards under the supervision of the Class teacher and Lead Teaching Assistant
- Tracking performance of specified groups of pupils
- Leading by example to motivate and work with others

We are a two-form entry school in the South Norwood area of Croydon, with an 'Enhanced Learning Provision' in the heart of a vibrant community. We have recently been graded 'GOOD' by Ofsted. More importantly, we have amazing children and a large team of staff who work hard to ensure that everyone learns to succeed. As an integral part of our community, South Norwood Primary School is dedicated to providing an inspiring and inclusive curriculum. We will nurture and challenge our children to dream big and become valuable global citizens - beyond the walls of our learning environment.

South Norwood Primary School is part of The Pioneer Academy Trust which is an academy trust with schools across London and the South East. At The Pioneer Academy, we put children first, pioneering excellence and championing each and every child. All our schools, ranging from small infant schools to large primary schools, work collaboratively, sharing resources and expertise. Find out more at: [South Norwood Primary School - Home](https://www.southnorwoodprimary.co.uk) and www.thepioneeracademy.co.uk

Visits to the school are encouraged and can be arranged via the school office on 0208 654 2983 ext 0.

At The Pioneer Academy, we take the wellbeing and mental health of our staff seriously which is why we are committed to regular reviews of staff well-being and reducing staff workload. We have increased our PPA offer this year to up to 5 hours for full time teachers, and regular additional release time scheduled for all subject leaders across the school. We create bespoke career pathways for every member of staff, identifying and growing talent, with outstanding professional development opportunities at every stage of your career. We also have an Employee Assistance Programme with a range of resources to support

wellbeing which is available to all employees and their immediate family members 24 hours a day, 7 days a week, 365 days a year.

What we offer you:

- A friendly, dedicated staff team who believe in teamwork and building positive relationships across the school, the Trust and in the local community.
- High quality development programme with induction programmes for all new staff.
- Excellent CPD opportunities
- Annual conferences with keynote speakers.
- Access to professional coaching.
- A supportive and collaborative working ethos, including support from the Trust's Central Executive Team and a range of experts, such as specialists in pupil welfare, SEND and behaviour.
- Termly forums to increase collaboration and reduce workload.
- Access to Employee Assistance Programme including free counselling.
- Access to discounted wrap around childcare for staff.
- Free academy-wide social events throughout the year.

If you are interested in applying for the post, please see the Job Description/Person Specification. To apply for this vacancy, please complete the application form, completing a full education and employment history since leaving school and indicating how you satisfy the criteria set out in the Job Description/Person Specification. You will also be required to complete and return a self-disclosure declaration with your application. Applications should be submitted via email to the Recruitment Team at recruitment@thepioneeracademy.co.uk

Only those shortlisted for interview will be contacted. References will be requested for those shortlisted only and prior to interview. In line with [Keeping Children Safe in Education 2022](#), online searches will be completed as part of the due diligence on shortlisted candidates, searching online content that is publicly available for inappropriate online content that may suggest that a shortlisted candidate may not be suitable to work with children, or that may harm the reputation of the school. If any issues of concern come up in online searches, shortlisted candidates will have an opportunity to address these at interview. An Enhanced DBS certificate will be required on provisional offer, including a check of the Children's Barred List. Further vetting checks, in line with the requirements of [Keeping Children Safe in Education 2022](#) will be completed following a provisional offer of appointment. Where applicable, if an applicant with a provisional offer of employment has lived and/or worked outside the UK, they will be required to obtain a Certificate of Good Conduct.

The Pioneer Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks. Our school Safeguarding Policy can be downloaded and read following this link: [Safeguarding and Child Protection Policy - South Norwood.docx \(thepioneeracademy.co.uk\)](#)