ANGLIAN LEARNING

Welcome to our Trust

Teaching Assistant

Recruitment Pack

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Welcome to Anglian Learning

Thank you for your interest in the position of Teaching Assistant at The Netherhall & Oakes College.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact People Services, at peopleservices@anglianlearning.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin

CEO, Anglian Learning

Our Values:

Aspiration
We are ambitious for ourselves and all those in our community to be the best we can be

Community
We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together

Empowerment
We enable our academies, staff and learners to embrace new ideas and think creatively

Inclusivity
We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 11,000 pupils and employing over 1,600 staff across three counties and eighteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than
11,100
pupils

Employing over
1,650
members of staff

3
counties

22
academies

About The Netherhall School and Oakes College

We are committed to providing outstanding academies which are a source of pride for the communities that they serve.
We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust

The Netherhall School has been offering high quality education in Cambridge for over 150 years and boasts a strong recent track record of exceeding national performance targets and expectations.

Netherhall School has developed and grown since it welcomed its first student on the 9 January 1871, and has adapted constantly to the needs of the community and the changing demands and ethos of the educational sector. The history of the school encompasses being a grammar school, a comprehensive school in 1974, a Foundation school and now an Academy. For many years it was the only school in Cambridge that offered a 6th Form and, still today, one of only two school based Sixth Forms offering A Levels.

In February 2016, Netherhall School became an Academy, joining with Bottisham Village College, to form the Bottisham Multi Academy Trust. On the 1st September 2016, the Trust grew to four schools with the addition of Sawston Village College and Bassingbourn Village College, two high performing schools just outside Cambridge. At the same time, the name of the trust changed to 'Anglian Learning'; this has brought increased opportunities for collaboration and career development. Since that point, two more secondary schools, Linton and Joyce Frankland have joined the Trust.

Our examination results over recent years have been excellent with A level results in excess of targets and GCSE results well above national benchmarks. Our Progress 8 score has been consistently positive which, given the inclusive nature of the school, is impressive: schools in Cambridgeshire do not permanently exclude students so these figures contain students who, in other authorities, would be taken off roll.

Our Students

Netherhall School is set on the outskirts of Cambridge and serves both the City and the surrounding rural villages. As a result, student admissions are from a diverse range of backgrounds.

The whole operation of the school is built upon our values of Inspiring, Individual Inclusive:

Inspiring: We believe that it is our role to provide a setting, curriculum and staff which inspire students.

Individual: We offer a range of pathways for our students, matched carefully to their needs and aspiration. This includes:

- Hobbs – provision for those who would otherwise have been permanently excluded
- ALVIN – provision for those with medical needs
- EAL groups for all year groups

Inclusive: We take every opportunity to ensure students are not affected by economic disadvantage, learning needs, language barriers. As a highly diverse community we aim to welcome cultural difference and create a sense of belonging for all.

Crucially, we want all of our students to feel happy and secure. We have a well-developed pastoral care system and staff genuinely care about the students as individuals. We encourage students to assume and enjoy responsibility as Duty Students and through our Student Ambassador and Leadership schemes. Our highly skilled staff work closely with students, monitoring their progress to ensure they achieve their potential. There is an excellent student volunteer peer-counsellor scheme and students are encouraged to play an active part in the running of the school through School Councils. We understand that students need a range of skills and opportunities to fulfil their potential and therefore encourage students to undertake a full range of extra curriculum activities in addition to the educational requirements. Staff give their time freely to run a very broad range of activities from the traditional sports and drama to Warhammer Club and Language Leaders.

The Ofsted report of October 2018 gave a rating of Good in all areas with some areas of outstanding strength. Typically, we are not resting on our laurels and pushing forward to gain even stronger judgements next time around.

Many of our students choose to stay at Netherhall for seven years, progressing from Year 7 through to our highly successful Sixth Form, The Oakes College, Cambridge. The centre has an excellent reputation in the City of Cambridge and beyond and many students join us from other schools for their post-16 studies. We have an impressive track record in placing students in Higher Education, including Oxbridge and in employment.

In 2021 the A levels qualifications gained by students were impressive with 28% A*-A 55% of grades at A* - B; 81% A* - C and 98% A* – E.

Our staff

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. To this end, we have a vibrant and varied Continual Professional Development programme, which is personalised each year to support both our main school priorities and the individual needs of staff. This programme includes opportunities to share excellent practice between colleagues as well as drawing on external expertise. Cross collaboration between other local schools and schools in the Trust is also encouraged so that best practice is formulated.
Staff give freely of their time to the broad extra-curricular programme which includes sports, music, drama and a host of trips, exchanges, clubs and other activities. There is a blend of youth and experience among the staff and newcomers have always commented on the warm welcome they have received.

The Oakes College

The Oakes College Cambridge, formerly known as Netherhall Sixth Form Centre, has a long tradition of supporting young people to achieve excellence at A-level and Applied courses. The Oakes College builds on these great foundations, embracing its role as a key provider of post-16 education for the Anglian Learning Trust. We provide continuity of high-quality education, both for students who have progressed through Trust schools and for those adding the richness and diversity from within the high-quality educational landscape of Cambridgeshire.

Oakes College is all about people; ambitious students who are determined to achieve; committed professionals who love teaching and a dedicated pastoral support team. We take pride in knowing each student as an individual and our ethos of “Inspiring, Individual, Inclusive” is reflected in everything we do.

Partnership with Parents and Wider Community

We are a warm and welcoming community which places a high importance on working with families and getting to know each of our students as individuals. We engage with parents through a variety of mediums; parental internet, regular newsletters, Parents’ Evenings, written progress reports as well as individual responses to queries. We are keen to engage parents from all backgrounds and to adopt strategies which will enable us to communicate better with all parents regarding their child’s progress and development.

Integrate is our provision to bring together local charities, educational institutions, public health and business with parents from across the Cambridgeshire region. We provide training, childcare, online courses, fora and referrals for parents. The support we provide is free to all and is advertised through our website, social media and partner schools. We are based at Netherhall school, co-ordinated by our communities manager, Chika Akinwale. We strive to provide completely inclusive support for parents raising children from 0-18.

The Parents and Friends of The Netherhall School (PFNS; or Puffins!) meet regularly to put on school events but also to provide the stakeholder feedback so vital to continuing and deepening relationships.

Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact people services, at peopleservices@anglianlearnin.org.

Benefits

Other benefits and support available to all Trust employees include:

Career Average Revalued Earnings Pension Scheme (CARE)

Cycle to Work Salary Sacrifice Scheme

Free membership to all Anglian Learning Sports Centres

20% discount on Anglian Learning Adult Education Courses

Professional Development Scheme Policy

Employee Assistance Programme offering a range of services to staff and their families

Specsavers VDU Vouchers

Boots Flu Vouchers

20 % Discount on certain mobile phone contracts with EE

Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card

Role Summary

We are seeking enthusiastic, motivated and compassionate individuals to join our Inclusion Faculty – a therapeutic and evolving provision focused on supporting the diverse and ever-changing needs of our learners. This is an exciting time to join us as we continue to develop innovative approaches that remove barriers to learning, nurture emotional well-being and unlock each student's potential. If you have practical skills or relevant qualifications, whether in creative arts, vocational training, outdoor learning or therapeutic approaches, we would welcome the opportunity to grow our offer with you. Applicants will also be required to support the Inclusion Faculty with a range of administrative tasks.

At The Netherhall School and The Oakes College, our Teaching Assistants are known as Learning Link Mentors (LLMs). The title reflects the wider, relational nature of the role. LLMs are not simply classroom support staff, but trusted adults who help create the link between the learner, their curriculum, their family and the wider school community. They support students to develop confidence, independence and engagement with learning through mentoring, check-ins, responsive support and structured interventions, while working closely with teaching staff, families and the Inclusion Team. The role may also include supporting intervention programmes, preparing resources, recording and sharing relevant information, and completing agreed administrative tasks that contribute to the effective running of the Inclusion Faculty.

Vibrant working environment

Our central belief is that great schools recruit and retain great teachers and leaders. You will be joining an ambitious, vibrant and supportive working environment. You will be working with outstanding colleagues who are passionate about their subject specialism and pedagogy, who show extraordinary commitment and dedication to the young people in their care, and who are hugely supportive of each other.

We offer:

- A successful 11-18 mixed comprehensive school with a flourishing Sixth Form
- Impressive subject facilities
- A vibrant, supportive community with friendly colleagues and students
- Situated in Cambridge – a centre of excellence
- Cross-trust developmental opportunities

This is an exciting time to consider joining our outstanding learning community and we look forward to receiving your application.
We are happy to discuss flexible working patterns and hours with suitable candidates, subject to the operational needs of the school.

Job Description
Teaching Assistant
The Netherhall & Oakes College

SALARY:	Cambridgeshire Scale 3 points 5 - 6 (£25,583 - £25,989 FTE) £19,187.25 - £19,491.75 Actual (plus annual leave pay) subject to the September 2026 pay award
HOURS:	32.5 hours per week, 39 weeks per year (Term Time Only + 1 week)
PENSION:	LGPS Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	The Netherhall School and Oakes College
RESPONSIBLE TO:	SENDCo & Head of Inclusion

MAIN RESPONSIBILITIES

- To provide personalised, therapeutic support that enables neurodivergent and vulnerable students to engage meaningfully with learning and school life
- To help create a safe, nurturing environment where students feel seen, understood, and supported
- To promote positive relationships, emotional wellbeing, and student agency
- To contribute to inclusive practice across the school, helping to reduce barriers to learning and raise outcomes for all students

1. Support for Learners

- Work alongside teaching and therapeutic staff to adapt learning activities to meet the individual needs of neurodivergent and vulnerable learners
- Deliver targeted support, both 1:1 and in small groups, using therapeutic, relational and sensory informed approaches
- Build trusted, respectful relationships with students, creating a sense of psychological safety that enables engagement and progress
- Recognise and respond to a wide range of needs, including those related to communication, emotional regulation, trauma, or sensory processing
- Support inclusion by ensuring learners feel understood, valued and actively involved in the life of the classroom and wider school
- Actively promote a culture of acceptance, dignity, and belonging for all students

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2. Support for the Personalised Curriculum

- Support students in accessing a highly personalised curriculum, adapted where necessary to include therapeutic and vocational pathways
- Use creative approaches – including practical, sensory, and movement-based learning – to promote engagement and progress
- Identify opportunities to enrich student learning, including through ICT, outdoor learning or practical skills
- Reinforce core skills in literacy, numeracy, communication and self-regulation in ways that are accessible and meaningful to each learner

3. Collaborative Support within the Classroom and Inclusion Team

- Contribute to planning, adapting and reviewing learning activities in collaboration with teaching staff and the Head of Inclusion
- Observe, reflect and feedback on student engagement, progress and wellbeing to inform personalised planning
- Help co-create calm, inclusive learning environments that are structured, predictable and emotionally safe
- Support in preparing therapeutic and sensory-based resources to suit individual learner profiles
- Model relational practice and co-regulation techniques in line with trauma-informed principles
- Support the understanding and positive management of behaviour through connection, curiosity and consistency

4. Contribution to the Wider School Community

- Build strong, respectful relationships with families and carers, working in partnership to support the learner
- Be an active member of the Inclusion Faculty, engaging in reflective practice and contributing to the ongoing development of our therapeutic offer.
- Participate fully in CPD and professional learning, with a particular focus on neurodiversity, trauma-informed practice, and inclusive pedagogy
- Support whole-school events, enrichment, and therapeutic interventions as part of a collaborative and holistic approach
- Champion a strengths-based ethos that sees every learner for who they are and what they can achieve
- Support the understanding and positive management of behaviour through connection, curiosity and consistency

5.General

The Teaching Assistant may be called upon to perform other duties that the Principal considers reasonable, that are commensurate with the grading and designation of the post.

Person Specification

Teaching Assistant
The Netherhall & Oakes College

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Qualifications and Training

Essential:

- Educated to at least GCSE / O Level standard in English and Maths, with a Grade C or equivalent

Experience, Skills & Knowledge

Experience

Essential:

- Experience working or supporting children / young people

Desirable:

- Experience of working with children with additional or complex needs
- Experience of working within education
- Experience with access arrangements

Skills and Knowledge

Essential:

- Good written and spoken English as well as excellent communication skills
- A positive interest in working with children
- Adaptability
- Ability to build good relationships with children and colleagues
- Remain calm and patient
- Willingness to fit into the ethos of the school
- Competent use of IT – particularly MS Office

Desirable

- Knowledge of safeguarding
- Knowledge of additional needs

Personal Qualites

- Positive, proactive and flexible approach to working
- Commitment to safeguarding and promoting the welfare of young people
- Satisfactory enhanced DBS check, medical clearance and 2 references

How to apply

Dates

CLOSING DATE:	Wednesday 4th November
INTERVIEW DATES:	Thursday 12th November
START DATE:	ASAP Subject to pre employment checks

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Teaching Assistant and meet the person specification we invite you to apply for this exciting opportunity via Our website

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's People Services Team via peopleservices@anglainlearning.org

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.
This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.'

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - https://anglianlearning.org/information/data-protection-policies/

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.

disability confident EMPLOYER

happy to talk flexible working

Get in touch

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