



**FLAMSTEAD
END
SCHOOL**

Courage, Curiosity and Compassion



**Teaching Assistant (0.4)
Required January 2026**



Teaching Assistant Lead Overview

We are looking to appoint a Teaching Assistant to join our vibrant, outstanding school.

The ideal candidate will be enthusiastic, committed and well-organised team player who is able to work under the direction of our class teachers and senior leaders as well as on their own initiative.

The role-holder will may be placed across any Key Stage and will spend the majority of their classroom time working with identified groups of children under the direction of the class teacher.

Applicants would ideally have previous experience of working with children in a learning environment or a Level 2 NVQ qualification in Children's Care or Supporting Teaching & Learning in Schools (or equivalent). Candidates must also be confident in their English and Mathematics abilities.

Please contact the HR department on 01992 624375, or by email at recruitment@generationsmat.herts.sch.uk for further details.

Closing date for applications: 7th December 2025

Interviews will be held: week commencing 8th December 2025

The Trust reserves the right to process applications as they are received, and early applications are encouraged. Previous applicants need not apply.

Generations Multi Academy Trust is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Please note that this role 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Further information is available on the school's website.

Welcome from Alison Sawkins, Principal

Thank you for your interest in joining Flamstead End School. As Principal, I am both delighted and proud to lead such a vibrant and welcoming school community. We are passionate about providing the very best opportunities for our children, and we are always looking for dedicated professionals who share our commitment to excellence.

Flamstead End is a thriving two-form entry school in Cheshunt, with approximately 490 children across our preschool, nursery, and primary phases. Our experienced and supportive staff have high expectations for both behaviour and outcomes, fostering an environment where children feel safe, valued, and inspired to achieve their full potential.

At the heart of everything we do are our core values: Courage, Curiosity, and Compassion. We encourage our children to take risks in their learning, to be inquisitive and ask questions, and to treat one another with kindness and respect. These values are not just for our pupils—they shape the way we work together as a staff team, too.

We have high expectations of both our children and our staff. Just as we challenge and nurture our pupils, we are committed to supporting the professional growth of our team. We believe that great teachers never stop learning, and we actively encourage innovation, collaboration, and professional development.

Flamstead End is a school where children thrive both academically and emotionally. We know that happy, confident children are the best learners, and we take pride in fostering a warm, inclusive environment where every child is supported to succeed.

If you are enthusiastic, motivated, and passionate about making a difference, we would love to hear from you. We are looking for individuals who will bring energy, creativity, and a commitment to excellence to our school. In return, we offer a welcoming and collaborative team, fantastic children, and a school community that values and invests in its staff.

We look forward to meeting you and hopefully welcoming you to our Flamstead End family.



**Alison Sawkins
Principal**

Job Description

Job Title	Teaching Assistant (0.4)
Salary/Grade:	H1 – Full Time Salary £24,413 - £25,185 Actual Salary - £6,708.91 - £6,921.06
Location	Flamstead End Primary School
Hours	12.10 Hours Per Week 08:45 – 15:20pm, 2 Days a week
Reporting to	Head Teacher
Staff Reporting to Job Holder	n/a
Role Purpose	• To support and assist the staff and the school with the educational, physical and social needs of pupils; particularly in the management of pupils' learning, development and well-being. • To work with the school to support the delivery of the curriculum to meet the needs of all pupils. • The post-holder is one of a team of support staff who support the learning and development of pupils. Flexibility by all staff is important in order to meet the needs of pupils and the school. • The post-holder is managed by the Headteacher supported by our senior leaders and under the day-to-day supervision of class teachers across the school.

Main Tasks and Responsibilities

- To ensure the safety and well-being of all pupils at all times, have robust knowledge of and compliance with all school Child Protection and Safeguarding policies and procedures; whilst understanding the responsibilities contained within the current Keeping Children Safe in Education document.
- To assist with the delivery of learning activities to groups of children or individuals as part of lessons delivered by teachers; but also small group support programmes, as directed by the class teacher or other professionals supporting the children.
- To support the learning of all children, including children with SEN and other challenges, across the school. This includes working within our Forest Room, with children who are awaiting specialist provision.
- To assist with the tuition and assessment of pupils in all areas of the curriculum and provide feedback to the class teacher.
- Attend to pupils' personal and social needs, including health, hygiene, first aid and welfare matters.
- To promote a positive and enthusiastic attitude to learning.
- To proactively contribute to the school's established expectations of pupil behaviour and achievement.
- To adhere to the school's behaviour policy and therapeutic ethos.
- Support and extend pupils of all abilities under the direction of the class teacher.
- To liaise with parents and carers under the direction of the class teacher and to maintain professional relationships with staff, pupils and parents/carers.
- To contribute to and attend meetings with professionals.
- To assist with escorting children on educational visits.

General	• To supervise, engage and support children’s learning through play during break and lunchtimes, ensuring their safety, whilst maintaining the school’s expectations of behaviour and good manners. • Prepare classrooms and other learning environments and clear afterwards. • Support teachers to maintain a safe and stimulating learning environment. • To perform any other reasonable tasks requested by the Headteacher and Senior Leaders
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Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Governors to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Job Title

Teaching Assistant (0.4)

Education and Qualifications

- GCSE English & Maths
- Good Spoken English
- Level 2 or Level 3 NVQ Qualification in Children's Care or Supporting Teaching & Learning in Schools (Desirable)

Professional Values

- Commitment to the inclusion of all children in the class and school environment.
- Commitment to setting high expectations for all pupils and to raising educational achievement.
- Commitment to the involvement of parents in their children's learning.

Experience

- Experience of working in EYFS
- Experience of successfully meeting the needs of children with SEND in a mixed ability class
- Willingness to work within the school's policies and procedures, including those related to behaviour, Health & Safety, and Safeguarding

Skills & Abilities

- Ability to inspire, lead and motivate children
- Basic knowledge of first aid
- Effective oral and written communication skills at all levels with parents, children, staff and other professionals
- Ability to establish and maintain excellent professional relationships with pupils, parents and colleagues
- Ability to work on own initiative
- Good organisational and time management skills, including time keeping and reliability
- High expectations of children's learning and behaviour

Information about Flamstead End School



Information about Flamsted End School and the Generations Multi Academy Trust

Flamstead End School is a successful, two-form entry primary school with approximately 490 pupils on roll. Our provision includes a preschool, a 60-place nursery offering 30 hours of care, and two classes per year group from Reception through to Year 6.

We are proud to be a Herts Therapeutic Thinking school, which means we prioritise understanding and supporting children's behaviour so that they are best placed to succeed both socially and academically. We foster a warm, inclusive environment where high expectations and strong relationships create the foundation for excellent learning.

As you walk through our school, you will see happy, engaged children who are welcoming, polite, and well-behaved. In the words of our most recent Ofsted report, "Pupils are happy and feel safe. They enjoy their learning and are proud to be part of the school."

Our staff team is both experienced and dedicated, with strong relationships built on mutual respect and support. Staff go "over and above" for one another and for the children in their care. Morale is very high, and we enjoy an exceptionally low staff turnover.

We also benefit from a very active and supportive PTA (Parent Teacher Association), which plays a vital role in school life by organising events, raising funds, and strengthening the school community.

"Leaders have created a positive and ambitious culture where staff feel valued and supported."
(Ofsted, 2024)

At Flamstead End, we aim for excellence in both behaviour and academic outcomes. We are a school that children, families, and staff are proud to be part of.

Professional Working and Learning Environment

Flamstead End School is committed to the continued professional development and wellbeing of its staff. We firmly believe that all teachers are leaders, and we provide opportunities for staff to lead on subject areas, supported with time, training, and mentorship.

Staff are encouraged to undertake National Professional Qualifications (NPQs) and engage in relevant CPD that not only enhances their leadership skills but benefits the whole school community. We also support staff to complete apprenticeships up to Level 7, providing a valuable pathway for career progression and further qualifications.

We value a coaching approach to professional development and actively promote reflective practice and collaboration. Staff benefit from working professionally with other schools in the area, sharing expertise and gaining insights into best practice beyond our own setting.

Since joining the Generations Multi-Academy Trust (MAT) in January 2023, we have further strengthened our professional network, drawing on expertise and training opportunities from across the Trust.

We place a strong emphasis on tailored professional learning and ensure staff receive the support they need to meet the diverse needs of their pupils. INSET days are carefully planned to address whole-school priorities and often feature high-quality external speakers.

Regular staff surveys help us monitor wellbeing and workload, and wherever possible, we take action to support our team both mentally and physically. Our aim is simple: to empower our staff to be the very best they can be—for themselves and for the children in their care.



Outcomes

Since joining the Trust in 2023, Flamstead End has consistently delivered outcomes that are significantly above the national average. The school continues to achieve outstanding results across all statutory assessments, with the 2025 outcomes being particularly impressive.

Key highlights from the 2025 outcomes include:

- **Early Years Foundation Stage (EYFS):** 70% of students achieved a Good Level of Development (GLD), maintaining performance above the national average.
- **Phonics Screening Check:** Excellent Phonics outcomes were achieved, with 85% of students passing the screening check in Year 1 and 97% by the end of Year 2, which is 5% above the national average.
- **Multiplication Tables Check:** 30% of students achieved full marks, with the cohort averaging 20.2 marks out of 25, further improving on the already strong outcomes achieved in the previous academic year.
- **Multiplication Tables Check:** Results were strong across all areas and exceeded national averages at both the expected and higher standards. Notably, 23% of students achieved the higher standard in Reading, Writing, and Maths combined. This is three times higher than the national average. This exceptional result was driven by outstanding performance in Writing, where 28% of students achieved the higher standard. Nationally, fewer students reach the higher standard in Writing compared to Reading and Maths; however, Flamstead End has successfully closed this gap, achieving comparable outcomes across the subjects.
- **Pupil Premium:** Outcomes for Pupil Premium students were exceptionally strong, frequently surpassing those of their non-Pupil Premium peers across each of the statutory assessments.

Community, Care, Guidance and Support

Flamstead End is a caring and inclusive school where community and wellbeing are central to everything we do.

We work closely with families and believe that the best outcomes are achieved through strong home-school partnerships. Parents and carers are invited to share in their child's school life at every opportunity, from celebrations and performances to workshops and community events.

We employ a full-time Pupil Support Worker who provides vital pastoral support to children and families. We also have trained Mental Health First Aiders on the staff, and we prioritise the mental health and wellbeing of all members of our school community.

Staff wellbeing is a core focus: we regularly survey staff to gather feedback, we actively respond to workload concerns, and we cultivate a professional culture of support and appreciation. As a result, staff morale is high and retention is strong.

Children are supported to become confident and responsible members of the school and wider community. Our School Council enables broad pupil participation and leadership, while opportunities such as becoming anti-bullying ambassadors, wellbeing ambassadors, or playground buddies give pupils a meaningful voice.

We also place a strong emphasis on enrichment. Every class accesses at least two enrichment opportunities per term, which might include local visits, guest speakers, or workshops that extend learning beyond the classroom. Our Year 6 residential is a highlight of the year, where children engage in adventurous, team-building activities.

Recognition and celebration are an important part of school life. Our core values—Compassion, Curiosity, and Courage—are embedded in all that we do. Every week, children are celebrated for living out these values, with recognition in assemblies and messages sent home to parents.

At Flamstead End, every child and every adult is known, valued, and supported to thrive.

Information about Generations Multi Academy Trust



Information about the Generations Multi Academy Trust (GMAT)

GMAT is a cross-phase Multi Academy Trust based in Cheshunt, currently comprising two secondaries and two primaries - Goffs Academy, Goffs-Churchgate Academy, Flamstead End School and Oakview Primary School. Across the piece, GMAT currently has just under 3,000 students in its care and employs just under 400 staff. The MAT also operates nursery provision on the Goffs-Churchgate site, with subsidised and term-time only places for staff, run by Ashbourne Nurseries <https://ashbournedaynurseries.com/>

All of the schools are situated within close proximity of each other in Cheshunt, and share many activities, including CPD for staff. One of the Trust's fundamental principles is that no one school or phase is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

The MAT's finances are overseen by a highly skilled Chief Finance Officer with considerable financial expertise in the private sector, plus a highly experienced Finance Manager.

The Trust deliberately created an innovative Income Generation function, and extensive lettings and business development work now takes place across all sites in the MAT.

This additional income – now yielding around £600k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate.

GMAT is a fully centralised MAT, with all of our schools able to access dedicated, expert advice and support from centralised functions in HR, Finance, Income Generation, Data/Business Analysis, ICT and Estates.

The MAT is extremely clear about its daily purpose, reflected in its motto of “no set destiny for any child.” All of our schools, leaders and staff believe fiercely in the life-changing nature of education and work tirelessly to that end, day in and day out. There is no set destiny for any of the children in our care; rather, we are each very clear that our daily work across the piece allows children to forge new futures and destinies.

Schools within Generations Multi Academy Trust (GMAT)

Flamstead End School

Flamstead End School is a thriving primary school with approximately 485 children on roll. It has a preschool, a 60-place nursery offering 30 hours provision, and two classes per year group from Reception to Year 6. Flamstead End is also a 'Herts Therapeutic Thinking' school, and seeks to understand and support children's behaviour so that they are able to learn and achieve to the best of their ability.

Goffs Academy

Goffs Academy is a mixed 11-18 comprehensive academy with approximately 1,600 students on roll, including a thriving and successful sixth form. The school is also extremely popular in the local area, with an average of over 800 applications annually for the 240 places available, and significant waiting lists for places across the year groups.

Goffs-Churchgate Academy

Goffs-Churchgate Academy is a fully mixed 11-16 comprehensive school, with approximately 600 students on roll. The school has rightly established a very strong reputation for both its academic outcomes and its close-knit, nurturing community, receiving an average of over 600 applications for just 120 available places. The decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else.

Oakview Primary School

Oakview Primary School is a one-form entry warm and welcoming primary school with currently approximately 170 children on roll. In September 2025, Andrews Lane Primary was relaunched as Oakview Primary, marking the beginning of a significant transformation under the leadership of the Generations Multi Academy Trust. This was far more than a rebrand. The change of name signaled a new identity, reflecting the ambition to deliver a higher quality of education, stronger community links, and continuously improving outcomes for all children. The school benefits from significant space, including a field and a forest. As a 'Herts Therapeutic Thinking' school, the school is committed to understanding and supporting children with their learning and achievement, within a context of deep-rooted mutual respect. One of the features of Oakview is its commitment to supporting its children and their families, and as such the school provides adult learning classes throughout the year. Staff are committed, dedicated professionals who want to do their very best for every pupil.

Overview

Our schools pride themselves on their sense of community – both within the school itself, and in the wider locality. Visitors to our schools unfailingly comment on a very real sense of community, coupled with warmth and pride. Three of our schools are members of Cheshunt extended services (CHEXS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work such as the Isabel Hospice and maintain strong links with our local primary schools.

Our schools are proud to be truly community-based schools, with students and staff from different nationalities, faiths and cultures and a number of languages spoken in each school. As a Trust we recognise and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected, and we strive hard to ensure we create a positive culture within the schools to enable this to happen.

Further information about GMAT can be found here:

<https://generationsmat.com/>



Staff Development

The Trust has an extremely strong reputation for staff development, for both teaching and support staff. Developing the next generation of school leaders, both middle and senior, plus future Headteachers for those who wish to pursue this, is also a responsibility that we take very seriously. We have a full suite of staff leadership development which staff can join, be they an ECT or highly experienced colleague.

Taking advantage of the many opportunities inherent in being a cross-phase MAT, the MAT runs a calendared programme of networking meetings where leads across both phases can come together to discuss and share best practice in areas including safeguarding, behaviour and teacher training.

In addition to whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University.

Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for ECTs and other interested staff which run each week after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in-house.

Leadership Development

The Trust's leadership academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring middle leaders
- Aspiring senior leaders

All pathways are personalised for the individual and staff receive one-to-one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the leadership academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

- What makes a good leader? - Communicating vision and values
- Leadership and staff motivation - Building a high performing team
- Leading and managing change - Developing your leadership approach
- Being a Lead Practitioner - Quality assuring effective teaching

- Strategic pastoral leadership - being a Director of Learning
- Strategic curriculum leadership - being a Head of Department
- Coaching and mentoring - Observation for improvement
- Using data in leadership for impact
- Resilience in leadership, including effective communication with key stakeholders
- How to make your applications stand out
- Fostering positive behaviour for learning
- Leading and managing innovation and change

As part of the Trust's commitment to developing future leaders, a number of the existing senior leadership team across both secondary schools gained experience through an 'associate' SLT position before gaining substantive leadership posts.

Trust Staff Benefits

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including:

Competitive base salary with a tailor-made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for masters and degree courses
- Secondment and shadowing opportunities
- As part of our multi academy Trust, potential to work across more than one school to develop career enhancing skills and knowledge
- Supported nursery provision with Ashbourne at any of their nurseries in the Buckinghamshire, Essex, Hertfordshire, Northamptonshire, and Bedfordshire area:
 - 15% discount for all Trust staff
 - Term time only places are available
 - A school day would be 9.00am – 3.00pm
 - “sundries” would be applied to a child taking up a funded only space (e.g. 30 hours funding only). This covers the cost of: meals, snacks, nursery resources
- The MAT adheres to the STPCD for its teaching staff

Additional financial incentives and tax efficient benefits, including:

- Exam marker payment of £400 plus 2 days' paid leave to do the marking (1st year)
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday
- A £1,000 employee referral scheme (i.e. Finder's fee) for any qualifying positions that staff refer the successful candidate for: £500 on the person starting, and £500 if the person is still in employment in the Trust 12 months later

Trust Staff Benefits

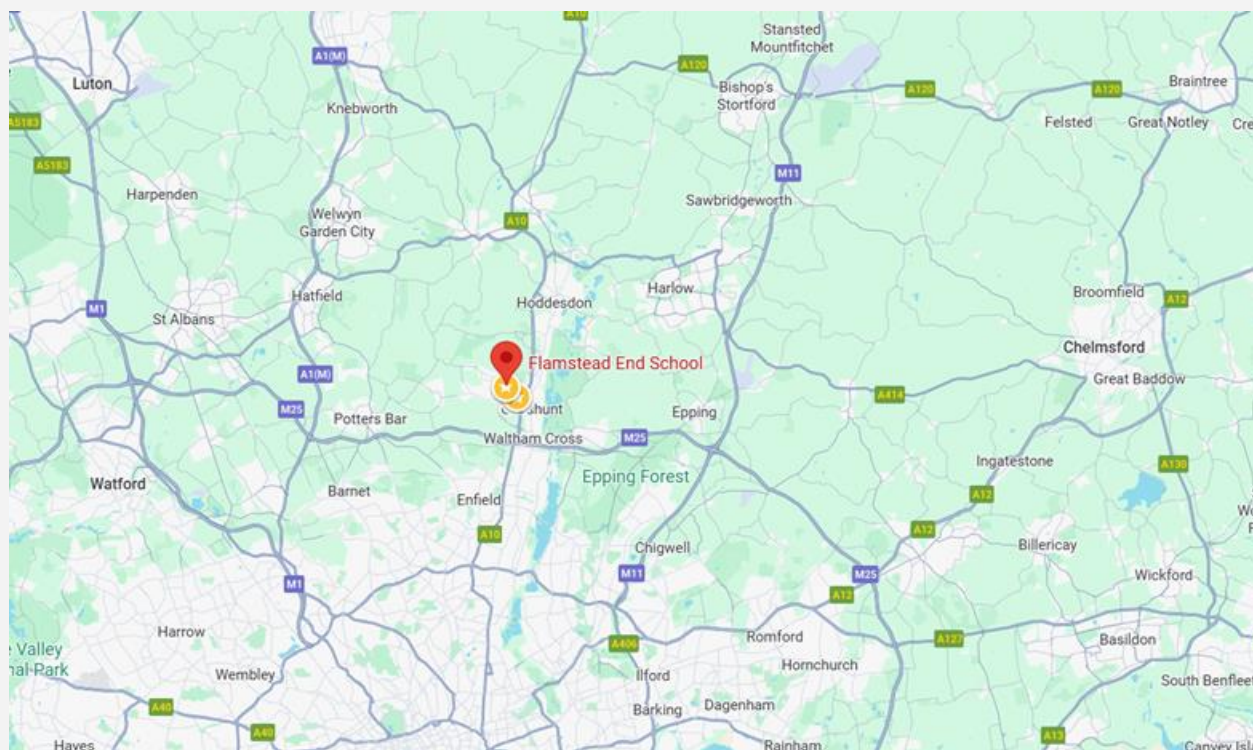
Access to a wide range of health and well-being resources including:

- Employee Assistance Programme via Spectrum Life which offers access to:
 - An in-the-moment advisory helpline on a wide range of personal, work-related or financial issues
 - Further counselling support (subject to a referral)
 - Shopping discounts portal
 - Healthy eating ideas
 - Fitness programmes
 - A wealth of wellbeing resources such as podcasts and mindfulness techniques
 - Fully trained Mental Health First Aiders at all Trust sites
 - Eligible staff may join the Teachers' Pension Scheme or the Local Government Pension Scheme
 - Support Staff annual leave increases in line with service at 5 and 10 years' service
 - Enhanced annual leave for full year support staff
 - Paid time off for:
 - Interviews
 - Moving house
 - Study/exam leave
 - Medical appointments
 - "Special" leave
 - Compassionate Leave
 - Generous sick pay allowances
 - Two-week autumn half term
 - Cycle to work scheme
 - Free on-site parking at all sites
 - Modern, professional and fit for purpose working environments
 - Free use of a range of sports and leisure facilities, including a fully equipped gym
 - Substantially discounted membership to a new professionally run, externally let, Lifestyle Fitness Gym
 - Free flu jabs
 - Subsidised social events
 - 100% attendance
 - Free tea, coffee and milk
 - Discounted car valeting service on site at Trust schools
 - Ad hoc rewards such as ice cream van visits, fruit, doughnuts, chocolates, Easter eggs and many more
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Our Local Area

Flamstead End School is located in Cheshunt, Hertfordshire. The school is uniquely situated to benefit from the many green spaces in the surrounding area, whilst also enjoying transport links to central London and other large urban areas. The Lee Valley park, including the White Water Centre built for the London 2012 Olympics is located on our doorstep.

The journey to central London takes approximately 30 minutes by train. Close links to the A10 and M25 mean that the school is easily accessible from across Hertfordshire, as well as from north London and parts of Essex.



No Set Destiny for Any Child 



**FLAMSTEAD
END
SCHOOL**

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www.flamsteadend.herts.sch.uk

Part Of:



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