



**Bradshaw**  
Primary School



# APPLICATION PACK

<b>ACADEMY:</b>	Bradshaw Primary School
<b>ROLE:</b>	Teaching Assistant Level 2
<b>START DATE:</b>	Immediate Start
<b>HOURS:</b>	Term Time Only plus 5 INSET Days, 27.5 hours per week
<b>SALARY:</b>	Grade 4 PT 6-7 FTE £23,893-£24,294, Actual Salary £15,208.21-£15,463.45
<b>CONTRACT:</b>	Fixed-Term until 31.08.25

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# MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Bradshaw Primary School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of seven schools serving the metropolitan Borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:


- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.

The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In recent months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in each of our schools Ofsted Inspections.
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,



Mr Christian Wilcocks  
CEO Omega Multi-Academy Trust

# MESSAGE FROM THE HEADTEACHER

Thank you for your interest in working at Bradshaw Primary School. We pride ourselves in being a place that people want to work at. We have a stable and experienced staff who work together as a team but we also welcome new members of staff into the school wholeheartedly.

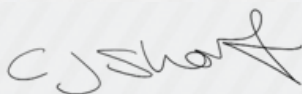
Bradshaw Primary is a one form entry school based in Grappenhall, it has been a part of the community since 1966 and we continue to work hard at being a community school where all members feel valued. Our reputation is as a caring, nurturing school and the relationships we have with our families are a real strength. We have had two generations of some of our families come to Bradshaw and we are sure that in some cases that will become three in the future.

As part of Omega Multi-Academy Trust (who we joined in April 2024), we want to offer the best education for all our children and be the best employer for our staff. Any new members of staff will soon feel part of the Bradshaw Team and will have the chances to develop their skills and knowledge, no matter what role they take on board. We are very loyal to our staff and that leads to them being loyal to school.

Colleagues benefit from strong collaboration and networking across the Trust, and from external professional development opportunities, to achieve their full potential and develop fully in their careers. As a school, staff value this and remain with us to progress.

In joining our school and Omega Multi-Academy Trust, you will be joining a forward thinking, reflective and driven organisation whilst working within a community-based primary school. If you are keen to develop in your career as you work with all our colleagues, parents and the wider community and are passionate about all pupils achieving their true potential then we would value your application for this wonderful opportunity.

Yours faithfully,



Mr C Short  
Headteacher

# JOB DESCRIPTION

- Academy:** Bradshaw Primary School
- Job Title:** Teaching Assistant L2
- Accountable to:** Headteacher/Deputy Headteacher
- Closing date:** Monday 23<sup>rd</sup> September 2024 (9am)

Are you passionate about education? Are you eager to make a difference? Are you an exceptional and motivated teaching assistant? Applications are invited from inspirational, enthusiastic, and innovative teaching assistants to join our successful and hard-working team at Bradshaw Primary School.

We are seeking an inspiring and engaging Teaching Assistant, with experience of SEN and the EYFS curriculum. You will be working with young people every day and you will help them to learn and achieve their full potential.

## **We can offer:**

- A vibrant, inclusive school family
- Enthusiastic learners
- A committed and dedicated staff team
- A strong, supportive leadership team
- Leadership that values and promotes the professional development of all
- A strong focus on staff well being

## **PURPOSE**

To work with and supervise individuals and groups of children under the direction/instruction of teaching &/or senior staff, inclusive of specific individual learning needs, enabling access to learning for all pupils and assistance and support in classroom management and behavior techniques.

## **SUPPORT FOR THE PUPIL**

- Establish good working relationships with pupils, acting as a role model.
- Be aware of and respond appropriately to individual pupil needs ensuring effective interaction.
- Provide specific support to pupils dependent upon their individual needs ensuring their safety whilst supporting access to learning activities.
- Promote inclusion and acceptance of all pupils.
- Encourage pupils to interact with others and engage in activities led by the teacher.
- Promote self-esteem and independence.
- Provide feedback to pupils in relation to progress and achievement under the guidance and direction of the teacher

## **SUPPORT FOR THE TEACHER**

- In liaison with the teacher, utilise strategies to support pupils in achieving learning goals.
- Report pupil achievements, progress, and issues as appropriate in agreed format.
- Undertake pupil record keeping as requested.
- Administer routine primary tests and invigilate exams.
- Promote good pupil behaviour, dealing promptly with conflict and incidents and encouraging pupils to take responsibility for their own behaviour in line with established school policy.
- Establish constructive relationships with parents/carers.
- Assist with the display of children's work.
- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans.

## **SUPPORT FOR THE CURRICULUM**

- Undertake structured and agreed learning activities/learning programmes, taking into consideration pupil learning styles.
- Undertake literacy/numeracy programmes, recording achievements and progress and providing appropriate reports and feedback for the teacher
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- Prepare, maintain, and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use.

## **SUPPORT FOR THE SCHOOL**

- Be aware of and comply with school policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection. Report all concerns to the appropriate person (as named in the policy concerned).
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- Contribute to the school ethos, aims and development/improvement plan.
- Appreciate and support the role of other professionals.
- Attend relevant meetings as required.
- Participate in training and other learning activities as required.
- Assist with the supervision of pupils out of directed lesson time, including before and after school if appropriate and within working hours
- Accompany teaching staff and pupils on visits, trips and out of school activities as required.

The postholder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time. The work of the school changes and develops continuously, which in turn requires staff to adapt and adjust. Whilst the main duties and responsibilities of the post are set out above, the job description is not an exhaustive list of tasks and each individual task to be undertaken has not been identified. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with school improvement priorities. Any major changes will involve discussion and consultation with the postholder.

# PERSON SPECIFICATION

**Academy: Bradshaw Primary School**

**Job Title: Teaching Assistant L2**

You should be able to demonstrate that you meet the following criteria which are all essential:

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

E= Essential D=Desirable

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

## PRE-EMPLOYMENT CHECKS

<b>E</b>	Positive recommendation from all referees, including current employer	R
<b>E</b>	DBS Clearance post appointment	N/A

## QUALIFICATIONS

<b>E</b>	Minimum 2 years' experience working with and/or caring for children	A
<b>E</b>	NVQ II or equivalent in teaching assistance	A
<b>E</b>	Willingness to participate in relevant training and development opportunities	A
<b>E</b>	Experience of working with children who have a wide variety of educational needs	A
<b>E</b>	Experience of working across the primary setting	A
<b>E</b>	Two years minimum satisfactory experience as a TA	A
<b>E</b>	Training in English and Maths	A



KNOWLEDGE & UNDERSTANDING		
E	Understanding of the National Curriculum	A/I/ R
E	General awareness of inclusion within a school setting	A/I/ R
E	Effective use of IT to support learning	A/I
E	How children develop	A/I/ R
E	How to support children in literacy and numeracy	A/I
E	How to support children with Special Educational Needs.	A/I
E	How children learn and how to motivate them	A/I
E	How to support a range of behavioural needs of complex needs and young children	A/I
E	Experience of resource preparation to support learning programmes	A/I
PERSONAL QUALITIES & SKILLS		
E	Ability to work effectively within a team environment, understanding classroom roles and responsibilities	A/I
E	Ability to build effective working relationships with an individual or a group	A/I
E	Ability to promote a positive ethos and role model positive attitudes	A/I
E	Reinforce teaching points during teacher input	A/I
E	Able to clear up misunderstandings and sort out misconceptions	A/I
E	Able to teach new concepts as agreed with the class teacher	A/I
E	Provide strategies for spelling, reading, number skill	A/I
E	Assess children's understanding of text and reading skills	A/I
E	Assess children's understanding of maths concepts	A/I
E	Discuss with children their understanding of learning objectives.	A/I
E	Suggest ways of developing learning	A/I
E	Update assessments and Individual Education Programmes	A/I
E	Calm, confident and professional	A/I
E	Proactive, committed and can use initiative	A/I

# THE SELECTION PROCESS

## HOW TO APPLY:

Thank you for taking time to read and digest our information. If you wish to apply for this post with Omega Multi-Academy Trust then you should:

- If you would like to discuss this role please email our office at [office@bradshawprimary.co.uk](mailto:office@bradshawprimary.co.uk) with your request.
- Download and complete the Omega Multi-Academy Trust application form.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible). The supporting statement should be clear, concise and related to the specific post. There must be no unexplained gaps in your career history.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Bradshaw Primary School. CVs cannot be accepted.
- Email completed application forms to [recruitment@omegamat.co.uk](mailto:recruitment@omegamat.co.uk) by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

## TIMETABLE FOR THE SELECTION PROCESS

**Closing date for applications:** Monday 23<sup>rd</sup> September 2024 (9am)

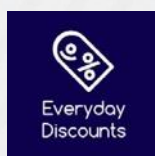
**Interview Date:** TBC

**Start date:** Immediate Start

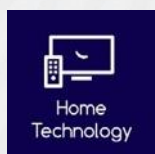
# STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



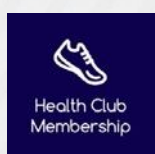
An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.

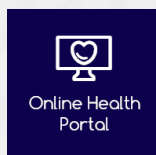


An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK

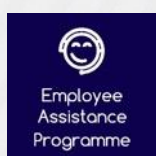
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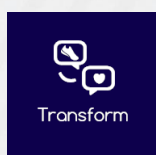
Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



Video or phone consultation with a GP at a time that suits you.



Legal, money advice and personal support and guidance.



Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



# Bradshaw Primary School

**Bradshaw Primary School**

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