

# Hampton Gardens

Hartland Avenue, Hampton Gardens, Peterborough, PE7 8HR



**Teaching Assistant Level 1 & Midday Supervisor**  
Temporary for the 2022/23 academic year

**Recruitment Pack**  
**January 2023**



## Hampton Gardens School

Hartland Avenue, Hampton Gardens, Peterborough, PE7 8HR.

Hampton Gardens is an 11-19 free school which opened in September 2017 to an initial intake of 180 Year 7 students. When full, the school will accommodate 1200 students in years 7-11 and 300 students in Sixth Form. Hampton Gardens is part of the Hampton Academies Trust who also run the highly successful and popular Hampton College all-through school, Hampton Lakes Primary School and Dogthorpe Infant School. HAT schools have very close links and some shared staff.

Required as soon as possible

### Teaching Assistant Level 1 & Midday Supervisor (Temporary appointments for the 2022/23 academic year)

We are currently looking for Level 1 Teaching Assistants to join our successful Achievement Support team. These are temporary roles for the 2022/23 academic year, supporting children with an Education, Health and Care Plan (EHCP). You will work 27.5 hours per week, term time only plus 5 days. 3 days will be for the staff training days in September and January. The remaining 2 days/13 hours will be for SEN review meetings and training. These meetings may fall outside of core working hours but will be agreed in advance.

#### Working Hours:

Teaching Assistant (Level 1)      8.30am to 3.10pm      27.5 hrs (25-min unpaid lunch break)

#### Salary:

##### **Teaching Assistant (Level 1) (Grade 4)**

Full-time salary (52 weeks)	From: £20,812	to: £21,575
Term-time + 5 days salary (27.5hrs p/w)	From: £13,188	to: £13,671

The school uses Support Staff to carry out Midday Supervision and this has been particularly successful in managing student behaviour and helps to build positive relationships with students. We will also require applicants to work as a Midday Supervisor; a separate contract will be issued for each post.

#### Midday Supervisor Working Hours and Salary (Grade 5):

1.20pm - 2.05pm (Mon-Fri), 3.75 hours per week (Mon-Fri), term-time only  
Actual Salary (Grade 5) £1,816 - £1,883

#### **What we can offer you in return:**

- A fantastic working environment where students are enthusiastic and want to learn. All our schools have modern buildings, with light and airy classrooms, outstanding facilities and are situated at the heart of the community.
- We value our staff and recognise the importance of providing ongoing training opportunities. As a growing Trust we are also able to offer opportunities for promotion and fresh challenges as new roles arise regularly.
- Our active Staff Wellbeing Group creates an effective channel for staff to be heard, and underpins our commitment to cultivating a supportive working environment which allows staff to flourish and achieve their full potential.
- Our extensive induction programme supports staff every step of the way.
- Full access to the Health Assured Employee Assistance Programme which is designed to help staff deal with any personal or professional problems. Staff have access to free legal advice, medical information, counselling sessions, online self-help tools, factsheets and the wellbeing portal.

For further details please visit the HAT website: <http://www.hamptonacademiestrust.org.uk/jobs/>

Closing date: 9.00am on Monday 30 January 2023, with interviews the following week.



## Letter from Head of School

January 2023

Dear Applicant

Thank you for requesting details for the position of Teaching Assistant Level 1 & Midday Supervisor at Hampton Gardens. These vacancies are fixed term for the 2022/23 academic year in the first instance, supporting children with an Education, Health and Care Plan (EHCP).

The successful candidates will share the Trust's vision that every student will leave Hampton Gardens with excellent academic outcomes and a clear purpose for the next stage of their lives.

Our recruitment pack gives details of the posts, the recruitment process and also the history and development of Hampton Gardens and the Hampton Academies Trust. I hope you will be inspired to apply for this exciting opportunity and I look forward to receiving your completed application.

In the meantime, if you have any queries, please contact our HR Department before the application deadline on [jobs@hamptonacademiestrust.org.uk](mailto:jobs@hamptonacademiestrust.org.uk).

Yours sincerely

Kevin Ainslie  
Head of School



## Information about Hampton Academies Trust

The **Hampton Academies Trust** was formed in September 2014 when Hampton College became a convertor academy and formed a multi-academy trust. One of the drivers for conversion was to allow us to bid for other local opportunities. In September 2015 following a competitive bid process, we were named by Peterborough City Council and Cambridgeshire County Council as the preferred education provider for the new secondary school in the locality, Hampton Gardens.

The name of the trust reflects our local focus and we have no current plans to expand our operations beyond the Peterborough area. We are not a corporate MAT (and do not want to be) and neither are we part of a regional/national chain. Our vision is to retain our 'homegrown' status and manage our growth in a sustainable way. We believe that MAT working can be most successful when you concentrate on what you know best, in the community you are invested in.

### Other Hampton Academies Trust Schools:

Hampton College  
Hampton College Primary Phase  
Hampton Lakes Primary School  
Dogsthorpe Infant School

## Vision and Values

Our vision as a Trust is to meet the needs of our students and equip them to fulfil their potential.

### We value people:

- Our schools will be welcoming places, at the heart of our community, valuing all people and their talents, beliefs and cultures equally;
- Students will feel safe and respected as individuals at school; they will feel happy to come to HAT schools to learn;
- All staff will feel valued, informed and involved in decision making;
- Parents and carers will feel well informed, and involved in their child's education.
- We recognise families as sources of love and care for their members, and as the basis of a society in which people care for others.

### We value learning:

- HAT schools will provide for high quality teaching and learning, involving challenging and enjoyable activities; this will enable our students to think, and to produce high quality work;
- Our curriculum will cater for a wide range of ability and talent, and will provide students with a broad, general education of the highest quality. We will provide an outstanding choice of extra-curricular activities.

### We value positive behaviour:

- HAT schools will have a positive ethos, which emphasises respect, responsibility and participation;
- Students will be encouraged to grow spiritually, morally, socially and culturally;
- We will place a high emphasis on maintaining positive relationships with students based on honesty and fairness;
- We will expect all members of the HAT school community to act with courtesy, respect and good manners;



- We will emphasise the pleasure in learning, and we will do our best to make sure that fun is part of the experience for all at HAT schools.

**We value health:**

- HAT schools will promote the importance of healthy living, and we will emphasise its impact on learning;
- In all areas of operation, HAT will stress the importance of healthy eating; students will be encouraged to drink water in most classes;
- All school sites are no-smoking areas at all times;
- We believe that the health and safety of students, staff and visitors are of paramount importance, and they will always be our first considerations;
- We will work with students, parents/carers and relevant external agencies to promote safe travel to and from school;
- In the interest of safety, students will receive clear messages about items that should not be brought onto HAT premises, or on school visits.

**We value leadership:**

- HAT schools will be well governed, managed and led, having excellent relationships with other schools and agencies. Resources will be used effectively to support learning;
- Students will be offered opportunities to show responsibility, and to develop leadership skills.

**We value our community:**

- HAT schools will emphasise the opportunities and responsibilities that life in a large community can bring;
- We will make our facilities available to members of our community for learning and for leisure;
- HAT schools will enhance community life;
- Students will be made aware of the positive roles they can play in our global community;
- Students will learn to respect religious and cultural diversity.

**We value our environment:**

- We will provide an outstanding learning environment: stimulating, colourful and well cared for;
- Students will learn to respect their environment at a local, national and international level.

**We value the future:**

- We will develop the next generation of citizens and leaders, willing and able to play active roles in their communities;
- We will lead out into the world young people who feel positive about themselves and demonstrate a passion for life, who respect the rights of other people and who are ready to make their mark.

## Information about Hampton Gardens

Hampton Gardens is an 11-19 free school, which opened in September 2017. When full the school will accommodate 1200 students in years 7-11 and 300 students in Sixth Form.

Hampton Gardens operates its Sixth Form jointly with Hampton College, which is located on a neighbouring site. Students are able to access courses and provision available in both schools. It is planned to expand Sixth Form provision over the coming years with full capacity expected by approximately 2023/24.



## Hampton Gardens' Facilities

The state of the art school buildings and grounds include the following design features:

- A full size floodlit 3G all-weather pitch, suitable for a range of sports
- An auditorium for performances and assemblies, with retractable seating
- A stunning double height library/learning resource centre at the heart of the school
- An exceptionally well-equipped Science department, including show laboratories for regional events
- An outside amphitheatre and attractively landscaped grounds for sport and for students to enjoy at



break and lunchtimes



Classrooms are airy and light and are all equipped with interactive facilities. The school hall provides an impressive public space, with seating capacity for 400 people; the grounds are attractive and spacious and are utilised well at break and lunchtimes in fine weather.

**Vision and Values:** Since opening the trust's first school, we have emphasised two key themes: 'People' and 'Learning'. We believe that positive working relationships are the key to effective learning, and we work hard to ensure that students and staff feel safe, valued and happy in their work.



## Ofsted

Hampton Gardens School was visited by an inspection team from Ofsted in November 2021 this was the school's first inspection. We have now received the official letter from Ofsted and can confirm that the rating for Hampton Gardens from this latest inspection is **Good**.

**Curriculum Plan:** The curriculum for Key stage 3 is largely the same as that at Hampton College (see prospectus or school website). Over time, Hampton Gardens will offer KS4/5 options which complement Hampton College and allow all trust students access to a wide and stimulating range of courses and extra-curricular opportunities across the two schools. The Sixth Form is run completely collaboratively with Hampton College. Every effort is made to offer a strong extra-curricular programme in a range of areas. There is also an enrichment week at the end of the summer term, which will include the possibility of residential trips abroad and in the UK.

**The School Day:** All lessons are one hour.

8.00am	Students arrive
8.30am	Morning Registration/Assembly
8.45am	Period 1
9.50am	Period 2
10.55am	<b>Morning Break</b>
11.15am	Period 3
12.20pm	Period 4
1.25pm	<b>Lunch Break</b>
2.05pm	Period 5 (Afternoon Registration)
3.10pm	<b>End of School</b>

## Curriculum

Below are the details for Hampton Gardens' Key Stage 3 provision.

### Key Stage 3

Students will have 25 one-hour lessons each week, allocations of time to subjects over the two weeks are likely to be:

#### National Curriculum Core Subjects

	English	Maths	Science	ICT
<b>Year 7</b>	3	3	3	1
<b>Year 8</b>	3	3	3	1
<b>Year 9</b>	3	3	3	1

#### National Curriculum Foundation Subjects

	Tech	PE	MFL	Drama	Music	RE	Hist	Geog	Art	PD
<b>Year 7</b>	1	2	3	1	1	1	2	2	1	1
<b>Year 8</b>	1	2	3	1	1	1	2	2	1	1
<b>Year 9</b>	1	2	3	1	1	1	2	2	1	1





### Key Stage 4

In Year 10 students follow a two week timetable with 25 one-hour lessons a week. Their curriculum is made up of the core curriculum (Essential learning) and four option choices (Additional learning) which are selected during Year 9.

### Core Learning

All students are taught a core programme which we refer to as Essential Learning. These are the subjects and skills that are statutory for all children aged 14-16, with the addition of English Literature, which is studied by everyone.

Core Learning comprises:

- English (GCSE)
- English Literature (GCSE)
- Mathematics (GCSE)
- Science (double award - 2x GCSE)
- Personal Development (PD)
- Religious Studies
- Physical Education (Core PE)

### Additional Learning

We want our students to be committed to their subjects and so we allow them to choose the four subjects that make up their Additional Learning. Whilst we do give as much choice as possible, most students will be expected to take one EBacc subject from: History; Geography, Computer Science or a Modern Foreign Language (French or German).

We make every effort to ensure that students study the courses they opt for. Students can choose from a mixture of Vocational and GCSE courses with students being allowed to choose up to a maximum of 3 vocational choices.

The allocation of time to lessons over the two weeks is shown in the tables below:

Essential Learning: - 30 lessons a fortnight

	English/English Literature	Mathematics	Science	PD/RE	Core PE
Year 10 & 11	8	8	8	2	4

Additional Learning: - 20 lessons a fortnight

	Option 1	Option 2	Option 3	Option 4
Year 10 & 11	5	5	5	5





## Key Stage 5 Curriculum

We offer a wide range of A Levels and BTEC Level 3 courses in our successful, inclusive Trust Sixth Form. We have 261 students in Key Stage 5 across our two sites. Around 90% of our Sixth Form students progress to Higher Education, with 24% going to Russell Group universities last year. The progress scores for our A-Level Sixth Form students across the Trust are regularly one of, if not the highest in the City and Region. Results last year put the Trust in the top 10% of the country for progress. Alongside academic success, most of our students take up student leadership roles and positions of responsibility within the school and the local community, ensuring that they leave Hampton Gardens as well-rounded young people, well-prepared for their journey into adulthood.

## **Key Staff**

### **Kevin Ainslie - Head of School, Hampton Gardens**

Kevin was appointed as the Head of School for Hampton Gardens in September 2022. Kevin has a background in Behaviour and Welfare from working across a number of Peterborough secondary schools. He has been a senior leader since 2010 having previously worked as a Vice Principal, Assistant Principal, Director of Sport and a specialist leader in education.

Kevin's experience of school leadership has provided the skills to continue the growth and development of Hampton Gardens. With a student-centred focus to removing barriers to learning and developing wide ranging experiences, Kevin is committed to working with all stakeholders to ensure that students of Hampton Gardens are fantastic young learners with exceptional opportunities for the next stage of their journey into further education and beyond.

### **Sharon Gilligan - Deputy Head of School, Hampton Gardens**

Sharon Gilligan took up the post of Deputy Head of School in September 2018. Sharon has worked in Peterborough for over twenty years. Previously Sharon worked as an Assistant Headteacher in a local school, supporting students to achieve the best possible outcomes. In her role at Hampton Gardens, Sharon has overall responsibility for curriculum and student outcomes.

### **Atul Karia - Deputy Head of School, Hampton Gardens**

Atul Karia took up the post of Deputy Head of School in September 2021. He has worked across 5 different schools and has been in Peterborough in the last 5 years working at St John Fisher Catholic High School. Atul has more than two decades of working pastorally supporting students to attend, behave and achieve in school. He has also worked with the SSAT on Vertical Tutoring and consulted in many schools to help them make the change. Atul has enjoyed developing students roles in school and ensuring that they become young leaders of the future.



### **Angela Roberts - Assistant Head of School/SENDCo, Hampton Gardens**

Angela joined Hampton Gardens in April 2022 as Assistant Head of School/SENDCo. Angela has been an English teacher for 20 years and qualified as a SENDCo 6 years ago. Angela brings a wealth of experience and is passionate about meeting the needs of every child in the classroom.

### **Jody Lapish - Assistant Head of School, Hampton Gardens**

Jody Lapish took up the post of Assistant Head of School in September 2019. Jody worked in the London Borough of Redbridge for 4 years as Lead Pastoral Leader before joining Hampton Gardens. Prior to this she has worked in Cambridgeshire carrying out the role of Head of Year for many years. In her role at Hampton Gardens Jody leads on student behaviour and welfare, focusing on ensuring students achieve their aspirations and potential during their journey through their secondary education.

### **Holly Willetts - Assistant Head of School, Hampton Gardens**

Holly was appointed as Assistant Head of School with responsibility for the development of Teaching and Learning across the school with effect from September 2020. Holly joined Hampton Gardens in September 2018 as Head of History, having been Head of History, Advanced Skills Teacher and Lead Practitioner in another Cambridgeshire school. Holly works with the whole school community to provide students with the skills and knowledge to achieve their future aspirations and prepare them to contribute positively to society.

### **Craig Young - Assistant Head of School, Hampton Gardens**

Craig joins Hampton Gardens from September 2022 as Assistant Head of School with responsibility for Raising Standards, Timetables, and Intervention. Craig has over 20 years teaching experience within Maths and Physical Education. Craig has worked within Peterborough schools since 2002, most recently as a successful and well respected Assistant Headteacher at St John Fisher Catholic High School. Craig is a highly motivated and aspirational leader who has the best interests of students in everything he does.

**The Trust Central Services team consists of Governance, Finance, HR, ICT and Site. Each department has their own office and key members of the team are based at Hampton Gardens School.**

### **Dr Helen Price - Executive Headteacher, Hampton Academies Trust**

Helen has been at HAT's first school, Hampton College, since it opened in 2005. She was the school's original Deputy Headteacher and took over as Headteacher in 2011. In 2014 when the school converted into a multi-academy trust, Helen became the Executive Headteacher. In January 2017, Helen relinquished the day-to-day running of Hampton College and moved across full time into her trust role.



## Simon Walls - Trust Director of Sixth Form

Simon took up the post of Trust Director of Sixth Form in September 2019. Simon has worked in Peterborough schools for over twenty years. Prior to joining the Trust Simon worked in a local school as Head of Post 16 provision. This previous experience has been pivotal to providing a strategic vision for building the provision of HAT sixth form and preparing Hampton Gardens for the expansion of our post sixteen provision in September 2022

## The Department

The Achievement Support Department is housed in a purpose built suite, comprised of a central teaching area, SEN Office, intervention rooms and sensory rooms. The Department is currently comprised of a SENCo, Assistant SENCo and a number of Level 1, 2 and 3 Teaching Assistants.

Currently the number of students with Education, Health and Care plans is slightly higher than the national average, and the number of students on SEN Support is slightly lower than average. There is a wide range of needs including students with complex and significant difficulties and disabilities. We also have a 'Monitoring' category of students who do are not recognised as having an SEN need but are having their needs assessed via various interventions and strategies. As a department, Achievement Support are happy to work with all students in the school to develop independent learning skills and emotional resilience.

Our overall aim is that, wherever possible, students with special educational needs and disabilities are included in all areas of school life, through making reasonable adjustments to their environment; teachers are empowered with information and strategies to support students using Pupil Passports, access to the SEND Record and opportunities for staff development. The department has a nurture approach; aiming to build self- efficacy, encourage pupil voice at all times and develop their independence within the school. All department staff take responsibility in collaborating with parents/carers and, potentially, the external agencies involved in supporting the students they are assigned to, as a means of streamlining communication between home and school. Achievement Support host termly SEN Reviews, where parents, student and Teaching Assistants meet to review progress, discuss the impact of intervention and strategies and plan outcomes for the following term. This is in line with the NASEN Graduated Approach framework (assess - plan - do - review).

## The role

We are currently looking for Level 1 Teaching Assistants to join the team supporting students at Hampton Gardens. These vacancies are fixed term for the 2022/23 academic year in the first instance, supporting children with an Education, Health and Care Plan (EHCP).

### Working Hours:

Teaching Assistant (Level 1) 8.30am to 3.10pm 27.5 hrs (25-min unpaid lunch break)

### Salary:

#### **Teaching Assistant (Level 1) (Grade 4)**

Full-time salary (52 weeks)	From: £20,812	to: £21,575
Term-time salary (27.5hrs p/w+ 5 days)	From: £13,188	to: £13,671



The school uses Support Staff to carry out Midday Supervision and this has been particularly successful in managing student behaviour and helps to build positive relationships with students. We will also require applicants to work as a Midday Supervisor; a separate contract will be issued for each post.

**Midday Supervisor Working Hours and Salary (Grade 5):**

1.20pm - 2.05pm (Mon-Fri), 3.75 hours per week (Mon-Fri), term-time only

Actual Salary (Grade 5) £1,816 - £1,883

This is an interesting role where you will have the opportunity to run clubs to specific groups of students at break, lunch or after school within Achievement Support.

The position is for term time only plus 5 days and all holidays must be taken during school holiday periods. Term time contracts are paid pro-rata the full-time salary. Salaries are paid monthly, throughout the year.

If you are looking for a new and exciting challenge, then we can guarantee you a fulfilling and rewarding role working at Hampton Gardens. Please see the Job Description and Person Specification below for further details.

## **Safer Recruitment**

Hampton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will require an enhanced disclosure from the Disclosure & Barring Service.

In accordance with Keeping Children Safe in Education, Hampton Academies Trust will consider carrying out an online search as part of the due diligence on shortlisted candidates.

For more information please refer to:

[Hampton Gardens Safeguarding & Child Protection Policy](#)

[HAT Recruitment & Selection Policy](#)

## **Equality & Diversity**

The Governing Body of Hampton Academies Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief. (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

For further information please refer to the Trust's [Equality & Diversity Policy](#)



## Promotion Opportunities

As an expanding trust there are permanent posts and opportunities for promotion which arise regularly.

## Applications

Please download an application form from the school website:

[www.hamptonacademiestrust.org.uk/jobs/](http://www.hamptonacademiestrust.org.uk/jobs/)

Please complete an application form, and also enclose a letter of application outlining how your skills and experience meet the requirements of the person specification. Applications should be sent via email to [jobs@hamptonacademiestrust.org.uk](mailto:jobs@hamptonacademiestrust.org.uk):

Alternatively, please send your application to:

HR Department  
Hampton Gardens School  
Hartland Avenue  
Peterborough  
PE7 8HR

Tel: 01733 246709

Closing date: 9.00am on Monday 30 January 2023, with interviews the following week



## Job Description

<b>POST TITLE:</b>	Teaching Assistant (Level 1)
<b>HOURS OF WORK:</b>	8.30am - 3.10pm
<b>RESPONSIBLE TO:</b>	SENCo
<b>PURPOSE OF THE JOB:</b>	To support the classroom teacher to facilitate the active participation of children in the academic and social activities of the school

### MAIN RESPONSIBILITIES:

#### 1. Support for children

- Under the direction of the teacher / SENCO, carry out pre-determined tasks to support pupil learning.
- Establish and maintain supportive relationships with individual pupils or small groups to ensure they understand and can achieve the tasks.
- Provide learning support as required for children with special needs, or where English is not their first language.
- Help with the care and support for pupils, including attending to their emotional and/ or physical care needs.
- Support inclusion in the classroom, ensuring all pupils feel involved with tasks and activities.
- Contribute to the development, updating and review of the records of students with SEND as directed by the SENCO.

#### 2. Support for the curriculum

- Under the direction of the teacher, support the school curriculum, including literacy and numeracy activities.
- Support the use of ICT in the curriculum.

#### 3. Support for the teacher

- Complete records and contribute to reports on pupil progress and development as directed by the SENCO.
- Provide information to help the class teacher plan appropriate work programmes.
- Contribute to the management of pupil behaviour and take control of minor situations to allow the teacher to continue the lesson.

#### 4. Support for the school

- Develop and maintain effective working relationships with other staff and parents or carers.
- Contribute to the maintenance of a safe and healthy environment.
- Attend and actively participate in staff meetings, relevant training and student reviews.
- Provide support for school events, e.g. school plays, events.



#### GENERAL NOTES:

- These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
- These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

*Hampton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service Check from the Disclosure and Barring Service (DBS).*





## Person Specification

### POST TITLE:

THE POST: Teaching Assistant Level 1

Criteria	Essential	Desirable
<b>Educational Qualifications</b>	<ul style="list-style-type: none"> <li>➤ Good educational background with basic skills in Literacy &amp; Numeracy</li> </ul>	<ul style="list-style-type: none"> <li>➤ GCSE (or equivalent) in English Language &amp; Maths</li> <li>➤ Educated to degree level</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Experience of working with young people</li> </ul>	<ul style="list-style-type: none"> <li>➤ Experience of working as a Teaching Assistant in a secondary school or similar role</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>➤ Ability to gain the respect of staff and students</li> <li>➤ Excellent communication skills, oral and written</li> <li>➤ Ability to use own initiative</li> <li>➤ Good organisational skills</li> <li>➤ Ability to remain calm in challenging environments</li> <li>➤ Good listening skills</li> <li>➤ Sensitivity and empathy</li> <li>➤ Strong interpersonal skills</li> <li>➤ Excellent ICT skills</li> <li>➤ Ability to adapt to change</li> <li>➤ Ability to learn quickly</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ability to work under pressure</li> <li>➤ Willingness to learn new skills</li> <li>➤ Creativity when faced with challenges and obstacles</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>➤ Appreciation of absolute confidentiality of information received in school</li> <li>➤ Awareness of some of the barriers to learning faced by students</li> <li>➤ Belief in having high expectations of all children</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>➤ Willingness to undertake training as required</li> <li>➤ Willingness to take a full and active role in school life</li> </ul>	
<b>Safeguarding Competencies</b>	<ul style="list-style-type: none"> <li>➤ Commitment to promoting and safeguarding the welfare of all staff and students</li> <li>➤ Demonstrates empathy for the concerns of others</li> <li>➤ Shows respect for other's feelings, views and circumstances</li> <li>➤ Seeks and uses professional support appropriately</li> <li>➤ Can demonstrate flexibility of approach</li> <li>➤ Shows a personal commitment towards safeguarding children</li> </ul>	



## Job Description

<b>POST TITLE:</b>	Midday Supervisor
<b>HOURS OF WORK:</b>	1.20pm - 2.05pm
<b>RESPONSIBLE TO:</b>	Deputy Head of School
<b>PURPOSE OF THE JOB:</b>	To supervise students during the lunch period.

### MAIN RESPONSIBILITIES:

#### 1. Midday Supervision

- Under the direction of the Duty Team Leader, supervise students during the lunchtime period in accordance with procedures.
- Contribute to behaviour management within the school, in accordance with the school's Behaviour Policy.
- Inform the Student Services Officers of any concerns regarding a student's behaviour during the lunchtime period.
- Undertake any other duties consistent with the post.

#### 2. Support for the School

- Attend and actively participate in Staff Meetings.
- Contribute to the maintenance of a safe and healthy environment.
- Contribute and participate in school events and activities.
- Develop and maintain effective working relationships with staff and students.

### GENERAL NOTES:

- These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
- These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

*Hampton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service Check from the Disclosure and Barring Service (DBS).*



## Person Specification

**POST TITLE:** Midday Supervisor

Criteria	Essential	Desirable
<b>Educational Qualifications</b>	<ul style="list-style-type: none"> <li>➤ Good educational background with GCSE or equivalent in English Language</li> </ul>	<ul style="list-style-type: none"> <li>➤ First-Aid qualification</li> </ul>
<b>Experience</b>		<ul style="list-style-type: none"> <li>➤ Previous experience of working as a Mid-day Supervisor</li> <li>➤ Previous experience of working in an educational environment</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>➤ Good timekeeping and organisational skills</li> <li>➤ Ability to work as part of a team</li> <li>➤ Ability to use own initiative</li> <li>➤ Ability to remain calm</li> <li>➤ Ability to liaise positively with children and staff</li> <li>➤ Adaptable in a variety of situations</li> <li>➤ Patience when dealing with children</li> <li>➤ A positive and sensitive attitude</li> <li>➤ Ability to deal with challenging behaviour</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ability to demonstrate good behaviour management strategies</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>➤ Appreciation of absolute confidentiality of information received in school</li> <li>➤ To fully understand issues associated with safeguarding</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>➤ Willingness to undertake training, as required</li> </ul>	
<b>Safeguarding Competencies</b>	<ul style="list-style-type: none"> <li>➤ Commitment to promoting and safeguarding the welfare of all staff and students</li> <li>➤ Demonstrates empathy for the concerns of others</li> <li>➤ Shows respect for other's feelings, views and circumstances</li> <li>➤ Seeks and uses professional support appropriately</li> <li>➤ Can demonstrate flexibility of approach</li> </ul>	



	➤ Shows a personal commitment towards safeguarding children	
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*Hampton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service Check from the Disclosure and Barring Service (DBS).*