



Honeywell Primary School

Part of the Mercian Educational Trust

Teaching Assistant Level 2 - SEND

January 2025

Closing Date: Tuesday 21st January

Email: keades@metacademies.org.uk

Headteacher: Mr Andrew Morley

CEO Mercian Educational Trust: Mr Dafydd Lawday



Aspire. Explore. Achieve.



Contents

Contents	Page
Information from Headteacher	2
The Recruitment Process	4
About the School	5
Job Description	7
Person Specification	9
Employee Benefits	13



Letter from the Headteacher

Dear Applicant,

Thank you for your interest in the post of Teaching Assistant - SEND at Honeywell Primary School, part of the Mercian Educational Trust. We are a growing and ambitious city school with the most amazing children and a fantastic and supportive staff team who offer our pupils engaging and inspiring learning opportunities every single day.

Our GOOD Ofsted report in May 2023 stated "Honeywell Primary is a welcoming school where pupils feel happy and safe. Adults know children very well and care about them. Staff provide strong pastoral support that builds pupils' confidence and self-esteem."

We are looking for a Teaching Assistant to join our team who understands the importance of working in this way and is fully supportive of our vision and values. Someone who will demonstrate that they can offer our community commitment and skill to enhance the experiences of pupils.

If you want to find out more about our school, you may choose to view our website www.honeywellprimary.org.uk, or our very active social media feeds. Visits to the school are welcomed - it would be a pleasure to meet you and to show you around our wonderful school.

Yours faithfully,

Mr Andrew Morley



Aspire. Explore. Achieve.



On a daily basis you will:

- Support pupils in accessing and understanding lesson objectives
- Support positive behaviour in class and beyond
- Direct group activities within and away from the classroom including implementing 'catch up' programmes with targeted groups
- Assist in the planning, preparation and clearing away of resources necessary for the delivery of the curriculum, including IT
- Promote the self-esteem, progress and independent learning of children
- Participate in general school activities including assembly, break and activities, sports day, educational visits etc. as required
- Assist with the preparation and mounting of display materials
- To undertake designated administrative tasks, to support teaching and learning





The Recruitment Process

Closing Date: Tuesday 21st January - Midday

All applicants are required to fully complete the Mercian Educational Trust application form which can be found on the [MET website](#). Completed applications should be emailed to Katie Eades at keades@metacademies.org.uk or delivered to the school office. Applications in any other format will not be accepted.

Applicants must enclose details of two references. These must be recent; usually one will be a current employer who can comment on your suitability to work with children, however, if this is not possible, this can be a previous employer. We ask that friends and relatives are not named to provide a reference. We will ask for references from all short-listed candidates and require both references to be received before the interview. We may contact any previous employer listed on your form to clarify any information.

Shortlisting will be based on the applicant's suitability for the post linked to the job description and person specification. Please ensure your application matches these requirements. The closing date is Tuesday 21st January at midday. Applicants will be invited to interview via email following shortlisting, with the interview date planned for Friday 24th January.

Please contact our School office on 01905 423228 or via email at keades@metacademies.org.uk for further details or if you have any questions.

Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check



Aspire. Explore. Achieve.



About Our School

Honeywell Primary School, part of the Mercian Educational Trust, is a fully inclusive school where enthusiastic, highly motivated pupils flourish in a creative and challenging atmosphere.

Our curriculum is diverse and creative, enriched by opportunities both inside and outside the classroom. Situated in spacious grounds featuring a Forest School site, large fields, and play areas, our school provides an enriching learning environment.

Guided by our values of Explore, Aspire, and Achieve, we instill in our pupils qualities like tolerance, compassion, and respect. We emphasize community involvement, supported by ambitious parents and carers.

Our staff is enthusiastic, friendly, and dedicated to providing excellent education. With strong middle and senior leadership, we prioritize continuous professional development.

We aim to ensure all our children become resourceful and responsible, equipped with the essential knowledge, learning, and skills for the future.

Honeywell is part of the Mercian Educational Trust (MET), which is a Multi Academy Trust across Hereford and Worcestershire. The Trust is a family of individual schools which provide a strong support network and effective collaboration.

Aspire. Explore. Achieve.





About Our School



Key Information about Honeywell Primary School	
Type of school	Primary Academy
Age Range	4 years- 11 years
Location	Worcester, Worcestershire
Trust	Mercian Educational Trust
Number of children	166
Number of classes	7
Average class size (primary)	22
Last Ofsted Inspection	May 2023- Good
% eligible for Pupil Premium Funding	59%
% of children with SEN	43%
% of children with EAL	12%





Job Description

Job Title: Teaching Assistant - SEND

Salary Scale Point: TA2 SCP 5 to SCP 6

Employer: Mercian Educational Trust

Closing Date: Tuesday 21st January

Interview Date: Friday 24th January

Starting Date: ASAP

Hours: 27 hours to be worked over 5 days

Job Purpose

We are looking for a KS2 Teaching Assistant to start with us. Keen to work with our team we are looking for the successful candidate to bring with them a sense of team work and enthusiasm. Working alongside our class teachers and other TAs in you will support children in class to enable them to engage fully with school life and prepare them for the next stage of their learning journey. The role will involve working with children in small groups and on a 1:1 basis as well as supporting with whole class activities.

This role will be supervised by classroom teacher, a designated supervisor, and/or SENDCo

This post requires the ability to perform a role that involves frequent contact with children

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

You must be able to perform a role that involves constant contact with children



Aspire. Explore. Achieve.



Generic Responsibilities

- Under the direction of and within an education plan provided by the classroom teacher:
- Supervise the activities of individuals or groups of children to ensure their safety and facilitate their physical and emotional development.
- Use specialist skills to undertake those activities necessary to meet the physical and emotional needs of pupils.
- Use specialist skills to foster the intellectual and social development of children.
- Undertake those activities necessary to meet the physical and emotional needs of individuals and groups of children, including pupils with educational, physical or emotional special needs.
- Undertake those activities necessary to foster the intellectual and social development of children.
- Within competence to assist the teacher in the delivery of educational and developmental work programmes.
- To monitor and report individual children's progress, achievements, problems and developmental needs to the classroom teacher or designated supervisor as appropriate.
- Assist the classroom teacher in the planning of work programmes for individuals and groups of children.

Specific Responsibilities- TA2

- To support class teachers to impact on learning and raise the attainment of all pupils but especially to support those with SEND.
- To promote pupils' self-esteem and independence and social inclusion.
- To establish caring, supportive relationships with pupils.



Aspire. Explore. Achieve.



Person Specification Experience and Education

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable
Experience of working with groups of children to deliver high quality interventions and support		✓
Excellent classroom practitioner and commitment to make learning engaging		✓
Experience in working alongside class teachers		✓
Experience of working with children with EAL		✓
Experience of working with in Early Years		✓
Experience of Phonics		✓
Experience of British Sign Language		✓
Education and qualifications		
Maths & English GCSE qualifications at Grade C	✓	
Relevant professional qualification at Level 3	✓	
3 years experience of working in the care of children	✓	

Aspire. Explore. Achieve.



Person Specification Skills and Attributes

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Ability to work with mixed ability groups.	✓	
Supporting the policies, practices and ethos of the school	✓	
Understanding of behaviour management techniques for groups and individuals	✓	
Excellent interpersonal skills	✓	
Excellent organisational skills and ability to prioritise	✓	
Have a passion for learning and for enabling pupils to develop as enthusiastic learners	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
Flexible/resilient and able to respond with good humour to the unpredictable	✓	

Aspire. Explore. Achieve.





Person Specification Skills and Attributes

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Ability to make positive and professional relationships with all members of the school community	✓	
Ability to meet deadlines and respond positively to high expectations	✓	
A friendly and approachable style, while maintaining professional boundaries	✓	
Excellent organisation skills but the ability to be adaptable and flexible	✓	
Ability to be calm and resilient when under pressure	✓	
Excellent time-keeping	✓	

Aspire. Explore. Achieve.





Person Specification Safeguarding

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Personal Qualities	Essential	Desirable
Ability to perform a role that involves constant contact with children	✓	
Ability to perform a role that requires engagement in regulated activity relevant to children.	✓	

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

You must be able to perform a role that involves constant contact with children





Benefits of Working with Mercian Educational Trust

Salary Sacrifice Schemes

Cycle to work, Electric Vehicle Leasing, and Tech Benefits

Employee Health Assistance

Our employee assistance programme gives you access to confidential, independent, and unbiased information and guidance 24/7. Employees also have access to the Wisdom App which supports wellbeing and mental health.

Career Progression

We want to encourage the career progression of our employees wherever possible, and we support staff who wish to move between our schools and the central teams when suitable roles arise.

Pension

As a teacher, you will automatically enroll into the Teachers' Pension Scheme. As Support Staff, you can opt-in to the Local Government Pensions Scheme – one of the most competitive on the market.

Collaboration

All employees have opportunities for collaboration, CPD and access to support from the central team. Teaching staff also have opportunities for guidance in all areas of the curriculum and assessment and sharing good practice.

Eye tests and Flu Jabs

All employees can access free eye tests and annual flu jab.

Free Car Parking

All employees have access to free car parking on or near the school premises.

Childcare – Wraparound discount

Employees can access wraparound care provided at any of our schools at a reduced rate of 50%. Please note: Discounts do not apply to Nursery provisions.

