



**Alcester**  
Academy

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TO BE THE BEST THAT WE CAN BE

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## **Teaching Assistant, Level 3**

### **Full Time**

**Working term time only  
(39 weeks to include 5 Teacher Training days)**

**Scale H range 14 -  
FTE £27,334 starting salary  
Actual pro rata £23,511**

**Starting: As soon as possible  
Closing date: Friday 19<sup>th</sup> January 2024 at 12 noon  
Interviews: week commencing 22<sup>nd</sup> January 2024**

## **The School**

Alcester Academy is a highly successful 11-16 school with 647 pupils currently on roll. Alcester is located between Studley and Stratford-upon-Avon. The school has an excellent reputation based on examination results, a progressive approach to educational development and a strong sense of community. At our last inspection in 2022, Ofsted judged us good. The school's overall average Progress 8 score a least the last two years places us as one of the top performing non-selective schools in Warwickshire, and in the top 5% nationally.

Further details about the school can be found on our website ([www.alcesteracademy.org.uk](http://www.alcesteracademy.org.uk)), including our current curriculum information. Our Twitter feed (@AlcesterAcademy) is another excellent source for a feel of the school.

## **Learning Support at Alcester Academy**

Working under the supervision of the SENCO and teachers, assist and support teaching and learning, working with individuals or groups, and assist in providing general care, safety and welfare for pupils.

## **The Post**

This is a full time, term time only post working 39 weeks per year (incl. 5 teacher training days) for an experienced teaching assistant ideally with an NVQ Level 3 (or equivalent). You will be working predominantly with a student with an EHCP but also other students with a variety of SEND needs.

We are particularly interested in hearing from applicants with experience of working with children with communication and interaction needs, including autism, though this is not essential.

**This is a temporary post for 12 months in the first instance with a view to becoming permanent after this period.**

## **The Application Process**

Please complete an Alcester Academy application form which can be found on our website <https://www.alcesteracademy.org.uk/academy-information/vacancies>. A written statement in support of your application will be accepted but we do not consider CVs. Please send your completed application to [admin@alcesteracademy.org.uk](mailto:admin@alcesteracademy.org.uk).

**The application deadline is 12 noon on Friday 19<sup>th</sup> January 2024.**

**Interviews take place week commencing 22<sup>nd</sup> January 2024.**

If you have any questions with regard to this vacancy or wish to visit the school, please contact: [carihaynes@alcesteracademy.org.uk](mailto:carihaynes@alcesteracademy.org.uk)

We look forward to receiving your application.

Please note that this school is committed to safeguarding, equality of opportunity, and promoting the welfare of children and young people. An enhanced DBS check will be required.

If you have any queries or concerns, please get in touch with [carihaynes@alcesteracademy.org.uk](mailto:carihaynes@alcesteracademy.org.uk)

## **KEY TASKS AND RESPONSIBILITIES**

### **Curriculum Support**

- Contribute to curriculum planning and evaluation and assist in implementation.
- Assist in the delivery of lessons; interact with the teacher and pupils as required.
- Undertake agreed learning activities, adjusting activities according to pupil responses.
- Support the use of ICT in learning activities and develop pupils' competencies.
- Share expertise with colleagues.

### **Pupil Support**

- To establish a supportive relationship with pupils.
- To take lead responsibility for supporting a student with EHCP.
- Support individuals or groups with independent/group work.
- Support for whole classes as needed.
- Promote inclusion and acceptance of all pupils.
- Provide appropriate and differentiated support to pupils.
- Assist with the development of Pupil Profiles.
- To develop methods of promoting/reinforcing pupil's self-esteem.
- Identify, report and intervene positively in uncharacteristic behaviour patterns.
- Support pupils to learn as effectively as possible by:
  - clarifying and explaining instructions.
  - helping pupils to cope with the literacy and numeracy demands of the curriculum.
  - motivating and encouraging pupils.
  - helping pupils to concentrate upon work set in lessons.
  - ensuring the pupil can use equipment safely.
  - meeting physical needs as required.
  - encouraging pupils to become independent learners.
  - helping to develop social skills.
  - assisting with the supervision of SEND pupils when required on school trips.

### **Teacher Support**

- To assist the Teacher in devising and producing differentiated materials.
- Assist with the lesson/activity planning, delivery and evaluation.
- Contribute to pupil assessment through observation and reporting.
- Active involvement in day-to-day management of the learning environment.
- To monitor the progress of pupils and keep appropriate records.
- To contribute to Pupil Profiles and reviews.
- To attend Profile and EHCP review meetings if appropriate.
- Support the implementation of strategies to help manage pupil behaviour.
- Undertake appropriate administrative tasks as required.
- Assist with pupil supervision on trips off the premises, under the overall guidance of the teacher.

### **School Support**

- Have an up to date understanding of the role and responsibilities of a Teaching Assistant.
- To work as part of a team.
- To liaise with parents and professionals as required.

- Model good practice and contribute to planning and delivery of INSET to others who support pupils.
- Be able to work in a variety of school settings.

#### **Health and Safety**

- To ensure the school meets its Health and Safety responsibilities regarding Data Protection guidance and legal requirements.
- Ensuring all visitors comply with safeguarding requirements.

This job description is intended to be a broad outline of duties and is not intended to be exhaustive. The post holder will be expected to take on other duties and responsibilities commensurate with the grade of the post as reasonably directed by the Head Teacher.

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of pupils:**

Our staff are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct:

Staff uphold public trust in the teaching profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to the professional position held.
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions.
- showing tolerance of and respect for the rights of others.
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Staff must have proper and professional regard for the ethos, policies and practices of the academy, and maintain high standards in their own attendance and punctuality.

Staff must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

In addition to the roles covered within this document, all members of staff are expected to undertake any other task reasonably requested by the Headteacher.

Elements of this job description may be negotiated at the request of either party and with the agreement of both.

The position is to primarily support an individual student with special education needs both within the classroom and on a one-to-one basis.

Funding follows this student and therefore this is a temporary contract for 1 year in the first instance.

### Teaching Assistant Person Specification

Qualifications	Essential	Desirable	EVIDENCED (Application Form Interview References)
Hold a recognised and relevant qualification at NVQ Level 3 (or equivalent)	•		A
Minimum GCSE English and Maths at grades A-C (or equivalent)	•		A
A higher qualification in any discipline e.g. A Level or beyond		•	A
<b>Experience</b>			
Competence with ICT	•		A
Work with young people. This may be work of a voluntary or paid nature	•		A
Experience within an education environment		•	A
Work within a school		•	A
<b>Skills</b>			
Management and promotion of good behaviour in others	•		A,I
High level written communication and interpersonal skills	•		A,I
Good presentation skills	•		A,I
<b>Professional Development</b>			
Willingness and a positive approach to undertake appropriate professional development	•		A,I
Enthusiasm, self-motivation	•		I
Use of initiative	•		I
An interest in working with young people	•		I
Able to solve problems	•		I
Can exercise initiative and independent action	•		I
Understands school's policies		•	I
<b>Personal Attributes</b>			
Have high expectations of all children	•		I
Be flexible and adaptable to working across different year groups	•		I
Able to communicate effectively, orally and in writing, with colleagues, parents, governors, external agencies and the wider community	•		I
Develop and maintaining good relationships with colleagues	•		I
Have a positive attitude, energy and commitment	•		I
Willing to become involved in extra-curricular activities		•	I
Ability to work as part of a team	•		I

## **Privacy Notice for Applicants: How we use your information**

### **What is a Privacy Notice?**

A Privacy Notice sets out to individuals how we use any personal information that we hold about them. We are required to publish this information by data protection legislation. This Privacy Notice explains how we process (collect, store, use and share) personal information about job applicants.

### **What is Personal Information?**

Personal information relates to a living individual who can be identified from that information. Identification can be by the information alone or in conjunction with any other information in the data controller's possession or likely to come into such possession.

'Special category' personal information reveals racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

### **What personal information do we process about applicants?**

The categories of applicant information that we collect, hold and share include:

- The information you have provided on your application form, including name, title, address, telephone number, personal email address, date of birth, gender, teacher number, employment history, qualifications, subjects taught and other training and development activities.
- Any test results which arise as part of this application process.
- Information about your current level of remuneration, including benefit entitlements.
- Information provided to us by your referees unless you have indicated otherwise on the application form.
- Any academic qualifications.
- Information on documents provided for the purposes of proving identity e.g passports, driving licences, birth certificates, and bank statements and utility or other invoices used for proof of address.

Where you have named referees on your application form, we shall assume that they have consented to being approached by us.

We may also collect, hold and share the following "special categories" of more sensitive personal information:

- Information such as gender, age, ethnic group, religious belief, sexual orientation.
- Information about your health, including any medical condition, health and sickness records.
- Information about criminal records.
- Information about being barred from working with children or vulnerable people.
- Any information you provide to us during an interview.

### **How is your personal information collected?**

We collect personal information about candidates from the following sources:

- You, the job applicant.
- Disclosure and Barring Service in respect of criminal convictions and information about being barred from working with children or vulnerable people (once a job offer has been made).
- From former employers (once a job offer has been made).

### **For what purposes do we use applicants' personal information?**

We will use your personal information to:

- assess your skills, qualifications and suitability for the role
- carry out background checks
- communicate with you about the process
- keep records
- comply with legal or regulatory requirements
- make salary payments and pay PAYE and NI on your behalf

We need to process your personal data in order to decide whether to enter into a contract of employment with you. It is ultimately in our legitimate interests to process personal data during the recruitment process and for keeping records of this process. Actively managing this data allows the recruitment process to be efficient and adequately confirm your suitability for the job.

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application successfully.

Information about your disability status may be used in order to consider where reasonable adjustments need to be made during the recruitment process.

Information about your age, gender, race or national or ethnic origin, religious beliefs and sexual orientation will be used to ensure meaningful equal opportunity monitoring and reporting.

### **Collecting applicant information**

Whilst the majority of information you provide to us is mandatory, some of it is provided to us on a voluntary basis. In order to comply with the General Data Protection Regulation, we will inform you whether you are required to provide certain information to us or if you have a choice in this.

### **Who might we share your information with?**

We may share applicant information with members of our staff and Governors who are involved in the recruitment process, consultants/experts assisting with the interview process, HR providers, payroll providers (Strictly Education) and managers who hold vacancies.

Appropriate security measures have been put in place to prevent personal information being accidentally lost, used or accessed in an unauthorised way.

We will not share your data with third parties, unless your application for employment is successful and an offer has been made. They will only process personal information on our instructions and are subject to a duty of confidentiality.

Procedures are also in place deal with suspect data security breaches and you will be notified of a suspected breach where we have a legal obligation to do so.

### **What do we do with your information?**

All personal information is held in a manner which is compliant with Data Protection legislation. Personal information is only processed for the purpose it was collected. Alcester Academy monitors the personal

information it processes and will only share personal information with a third party if it has a legal basis to do so.

#### **How long do we keep your information for?**

In retaining personal information, Alcester Academy complies with the Retention Schedules provided by the Information Record Management Society. The schedules set out the Statutory Provisions under which Alcester Academy are required to retain the information.

#### **Transferring data internationally**

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

#### **What are your rights with respect of your personal information?**

Under data protection law, applicants have the right to request access to information about them that we hold. To make a request for your personal information contact the School Data Protection Officer at Warwickshire Legal Services via email at [schooldpo@warwickshire.gov.uk](mailto:schooldpo@warwickshire.gov.uk) or alternatively;

School Data Protection Officer  
Warwickshire Legal Services  
Warwickshire County Council  
Shire Hall  
Market Square  
Warwick  
CV34 4RL

*\*\*Please ensure you specify which School your request relates to.*

You also have the right to:

- object to processing of personal data that is likely to cause, or is causing, damage or distress
- prevent processing for the purpose of direct marketing
- object to decisions being taken by automated means
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed; and
- claim compensation for damages caused by a breach of the Data Protection regulations

If you have a concern about the way we are collecting or using your personal data, you should raise your concern with us in the first instance or directly to the Information Commissioner's Office at <https://ico.org.uk/concerns>