



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant Level 3 - SEN Support

Archbishop Holgate's School - York

Required: As soon as possible

Closing date: Monday 13 October at 8.00am

Interview: to be confirmed



Archbishop Holgate's School

A Church of England Academy Founded 1546

An exciting opportunity has arisen at Archbishop Holgate's for an experienced Teaching Assistant to provide 1:1 SEN support for a student joining the school's 6th Form this September.

This role involves supporting the student access their learning in the classroom as well as supporting them with physical support as needed. The ideal candidate will:

- Have relevant qualifications and experience in working with children, ideally with experience with those with additional needs.
- Be flexible and proactive in their approach to the needs of the student.
- Have high expectations of all children.
- Be willing to take part in relevant CPD in order to support the child.

Be able to work with outside agencies and communicate with parents.

This post is specific to the child's needs which will be reviewed regularly.

Successful candidates will be fully supported to develop in the role, benefiting from bespoke CPD opportunities both at Archbishop's and as part of the Pathfinder Teaching School Hub. In addition, colleagues will benefit from being part of the Pathfinder Multi Academy Trust Career Pathway Programme, and through working with colleagues across other Trust schools, develop skills and share innovative teaching and learning practices.

GRADE/SALARY

TA Level 3 (Grade 6) pro rata salary - £21,391
32½ hours per week, Term Time Only

CONTRACT

One year, fixed term, reviewed annually

REPORTS TO

Assistant Head: Inclusion and/or SENDCo

HOW TO APPLY

To apply for this role, please submit a completed application form via post or email to:

Mrs J Sissons, Head's PA
Archbishop Holgate's School
Hull Road
York
YO10 5ZA

Email: jsissons@ahs.pmat.academy

ADDITIONAL INFORMATION

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required. As part of our due diligence process, an online search will be conducted on all shortlisted candidates. These checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance to determine suitability to work with children and young people and keep them safe.

We reserve the right to close this vacancy early if we receive sufficient applications for the role.



Pathfinder

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About our School

'I have come that they may have life, and have it to the full.'

John 10:10

Archbishop Holgate's is a flourishing school signified by outstanding examination results, high-quality teaching and learning, an inspiring curriculum complemented by sporting and musical achievements and a wide, varied programme of extra-curricular opportunities. We are a school committed to ensuring that our students develop in all ways and at the heart of all we do is a commitment to 'Values, Care and Achievement':

Christian values that underpin all we do

Outstanding pastoral care that sees each student as an individual

Maximum achievement for all students, at all levels

We have excellent students and a talented staff, colleagues who are committed to ensuring that the young people in our care achieve and succeed. Collectively, as a school community, we seek to nurture aspiration and promote excellence. We enrich our students in many different ways and when they leave Archbishop Holgate's they do so as well-rounded young people with the skills, qualities and relevant qualifications to help them shape their own futures and also to benefit the communities they serve.

In 2021, the school was delighted to once again be awarded outstanding judgements in all areas of the Ofsted inspection. Over the last decade, Archbishop Holgate's has consistently enjoyed some of the best results nationally at both GCSE and Post 16.

At Key Stage 5, the Sixth Form has consistently performed in the top 5% of all Post 16 providers. The school also consistently performs significantly above the national averages for all groups of students at Key Stage 4. Over the past five years, the Progress 8 score has averaged almost +0.5 and over the same period disadvantaged students have on average performed as well as all students nationally.

Archbishop Holgate's regularly features within the top ten state schools in the north in the annual Sunday Times Parent Power Schools Guide.





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About our School



Extracts from the Ofsted report (October 2021):

"Leaders have established a culture of respect, dignity and inclusivity that allows every pupil to thrive."

"Pupils' behaviour is excellent. At all times, pupils are calm, orderly, and respectful."

"The school's personal development programme is comprehensive. Pupils experience a range of trips and visits to broaden their cultural horizons."

"The support provided for pupils with special educational needs and/or disabilities (SEND) is exceptionally strong."

"The Sixth Form curriculum is exceptionally strong."

"All staff feel valued. They refer to being part of a special community. Leaders proactively consider the workload and wellbeing of their staff."





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About our Trust

Providing an excellent education from age 2 to 19



Setting the course



Leading the way



Serving and inspiring

Formed in August 2016, Pathfinder is a successful, well-established Multi Academy Trust serving more than 6,800 children and their families across York and North Yorkshire.

We are a flourishing and supportive learning community. A partnership of like-minded Church and Community Schools, where a clear and ambitious vision of a high quality inclusive education **sets the course** and permeates across all areas of school life. Pathfinder has a proven track record of **leading the way**. We are a Trust with strong examination results, high quality teaching

and learning, an inspiring curriculum, excellent opportunities for personal development and a wide, varied programme of extra-curricular opportunities.

We understand that achievement comes in many different forms and work collectively to **serve and inspire**, nurturing aspiration and promoting excellence in all our students. We value the uniqueness and diversity of each of our schools, celebrating this distinctiveness and the contributions they make to the wider Pathfinder community.

Pathfinder schools





Job Description

Main Purpose of Job

To work as a specialist Teaching Assistant on a 1:1 basis with a child under the guidance of the Assistant Head: Inclusion and SENDCo.

Core Responsibilities, Tasks and Duties

- Work with a specific child under the guidance of the class teacher, SENDCo and Assistant Head: Inclusion within an agreed system of supervision.
- Support in meeting the access arrangements requires in this young person's EHCP—Scribing, prompting
- Support the young person in accessing key equipment and IT support in order to access lessons and curriculum content
- Support the student in accessing physical spaces across the school site
- Support with personal care as needed,
- Use own initiative and be proactive to support the student access extra-curricular events and activities as well as when there may be changes to plans within the school setting, i.e. room changes
- Work in partnership with other adults involved in the education process and liaising with external professionals and parents/carers where appropriate.
- Attend and contribute to meetings with other staff, external professionals and parents/carers.
- To establish positive working relationships with parents/carers.
- To follow the school's policies and procedures, in particular: all Safeguarding, Health and Safety policies, Equality policy and Data Protection policy.
- To participate as required in the school's performance management and supervision systems and take part in appropriate training and development activities.
- To contribute to the overall ethos, work and aims of the school.

Supervision/Management of People

None.

Creativity and Innovation

- Monitor and be responsive to student's learning and behaviour at all times by making adjustments to supervised activities.
- Monitor and be responsive to student's personal needs and adapt plans accordingly.
- Communicate effectively with teachers, other professionals and parents/carers.
- On the basis of their knowledge and understanding of students needs and responses to learning, contribute actively to the planning and review of the differentiated curriculum by recommending changes in provision.
- Provide advisory support and contribute to the professional development of colleagues in relation to their specific area of expertise.

Contacts and Relationships

Internal

Contribute to report writing and feedback as relevant/required. Support and enable the student to be included with peers and access all areas of school life, social as well as academic. Enables student's access to the planned curriculum and meet social and personal needs. Contribute to the professional development of colleagues and work in collaboration with other school staff.

External

Provide information about student's progress, strategies and issues to other school staff and outside professionals. Share and discuss student's progress and needs and family needs with parents and recommend strategies/course of action as required.



Person Specification

	Essential	Desirable
Registered Nurse or Midwife on part 1 of the Nursing and Midwifery Council (NMC) register		✓
Hold part 3 NMC registration (Specialist Community Public Health Nurse - School Nurse)		✓
Ability to manage a defined caseload	✓	
Evidence of continuous professional development	✓	
Willing to undertake further training as required	✓	
Successful recent experience of working with secondary aged students		✓
Effective and accurate communication skills	✓	
Excellent time management and organisational skills, with ability to work independently	✓	
Good ICT skills, ability to maintain accurate data and information on spreadsheets, databases, etc	✓	
Ability to motivate, inspire and have high expectations of all students	✓	
Suitability to work with and ability to form and maintain appropriate relationships and personal boundaries with students	✓	
Knowledge and understanding of Information Governance, professional record keeping requirements, confidentiality and consent	✓	
Strong commitment to safeguarding and promoting the welfare of children and young people	✓	
Understanding of attachment theory and strong mental health knowledge		✓
Understanding of SEND and child protection issues		✓



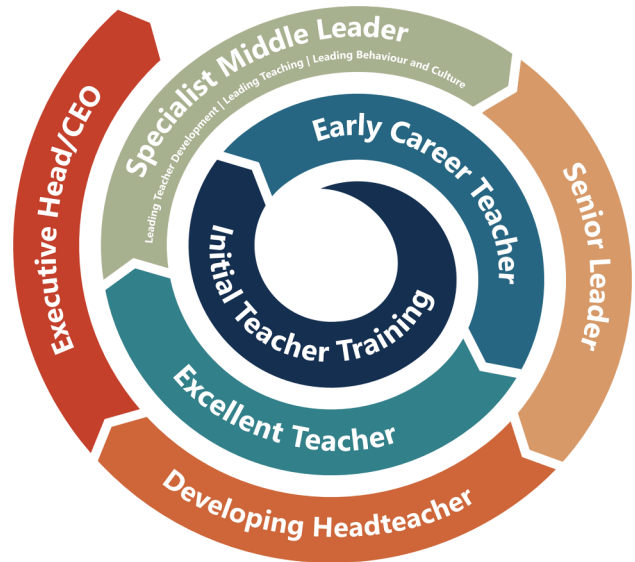
Professional Development

The professional development of our staff is a key commitment of the Trust and we have a career pathways programme to ensure we recruit, develop and retain the very best colleagues.

Teaching Staff

For our teaching staff, we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher/CEO. At Pathfinder we:

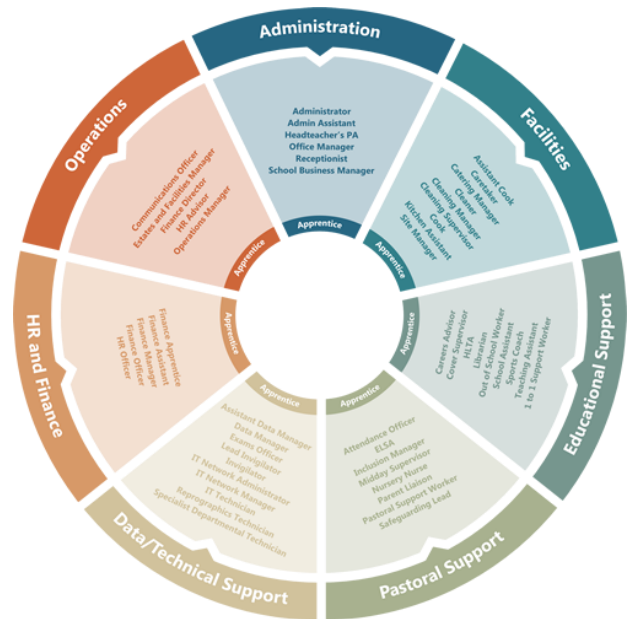
- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with the highest quality research-proven CPD training.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



Support Staff

The support staff in our schools benefit from our Learning, Training and Development programme which aims to ensure that all staff are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling all aspects of their role to the highest level.
- act as a source of support, advice and guidance to their colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to posts at the next level.



Pathfinder Teaching School Hub

Staff in our schools are able to benefit from the wide range of training and development opportunities delivered through the Pathfinder Teaching School Hub, based at Archbishop Holgate's School. As well as providing the full suite on National Professional Qualifications, the Hub and its key partners deliver a wealth of training and development opportunities for teachers at every stage of their career across our urban, rural and coastal school communities.





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Benefits of Working at Pathfinder

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

Pension Scheme

You are offered membership of either Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as employees paying into the scheme (banded, based on earnings) Pathfinder also pays into the scheme on your behalf at the following rates (regardless of earnings).

Local Government Pension Scheme

We contribute an additional 20.4% of your salary.

Teachers' Pension Scheme

We contribute an additional 28.68% of your salary.

Staff Benefits Platform

Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place.

Vivup also provides exclusive benefits through their platform and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.



CSSC Sports and Leisure

Our staff benefits scheme with CSSC gives Pathfinder staff access to over 4,500 benefits, offers and activities including savings at restaurants, cinemas, gyms, theme parks and attractions; up to 70% off shopping with thousands of online and high street retailers and free health and wellbeing portal for courses, classes and content.



TES Magazine Subscription

All Pathfinder employees have unlimited access to the online TES magazine keeping you up to date with the latest education news, analysis and teaching and learning knowledge.



Employee Assistance Programme

Making sure everyone at Pathfinder gets the support they need whatever their



worries, the Employee Assistance Programme provides specialist counselling and resources 24 hours a day, 365 days a year. The service is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. You can also access:

- Emotional support and counselling
- Six sessions of in person or telephone counselling
- Access to online Cognitive Behavioural Therapy
- Specialist information on work-life balance
- Financial and legal advice

Able Futures

As a Trust, we are subscribed to Able Futures which provides up to nine months of confidential, no cost advice, guidance and support from mental health professionals to help you cope with work while you manage a mental health condition such as anxiety, depression or stress.



Discounted Bus Travel

As part of the First Bus Commuter Travel Club, Pathfinder employees benefit from discounts on work and leisure travel using First Bus services. The benefits include:



- Savings on discounted monthly bus tickets
- Unlimited bus travel in your chosen zone
- Tickets delivered straight the First Bus app
- Spread the cost of annual travel

Free Will Writing Service

Estate planning and will writing specialists Durham McCarthy



are able to offer Pathfinder employees a free will writing service to help you plan for your future, protecting your family and loved ones.