

Peacehaven Community School

Aspire • Believe • Contribute • Achieve

Teaching Assistant

Peacehaven Community School Information

Swale ACADEMIES TRUST

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Welcome

Dear Applicant

I am delighted that you are interested in being part of our exceptional team at Peacehaven Community School. I hope you will take a look at our PCS Website and PCS Prospectus as well as taking the time to consider the information enclosed with this letter.

Peacehaven Community School is a proudly comprehensive and fully inclusive school. This means diverse teaching opportunities, providing for students with a very broad spectrum of need. It includes a Special Facility for Speech, Language and Communication Need (SLCN) and Autistic Spectrum Condition (ASC) where students thrive in an integrated and supporting education.

Peacehaven Community School was judged as "Good" in all areas by Ofsted in October 2023. The school has gone from strength to strength in recent years and is proudly oversubscribed. Standards of teaching and learning at Peacehaven Community School are high. There is a consistent and research led approach to lesson planning, teaching and feedback at the school and an explicit focus on adaptive teaching and embedding formative assessment. At the heart of our vision for the school is a relentless drive to ensure that all pupils make good progress in every subject. Our curriculum is broad, balanced and rich which encourages a love of learning. We want all students to have high expectations of themselves and to develop as enthusiastic, creative and positive young people who display good personal, social, emotional and spiritual development.

At Peacehaven Community School, we know all of our pupils and take the time to support and guide them towards targets and goals that are realistic and personalised. Our values are 'Aspire - Believe - Contribute - Achieve' where achievement is a focus for all. We encourage students to aspire and be their best. We promote self-confidence and belief, supporting students to face the challenges future life brings, alongside an awareness and understanding of the values of our society and other cultures. We seek to celebrate our pupils' contributions at every opportunity and are proud of what we achieve together as a school community. To achieve our vision we place the recruitment, retention and professional development of excellent teachers as a top priority.

Peacehaven Community School is located in the town of Peacehaven, seven miles from the vibrant town of Brighton, situated on the south coast above the chalk cliffs of the South Downs. Our modern, well equipped building has exceptional facilities offering an inspiring modern learning environment, with well resourced classroom spaces.

Peacehaven Community School has a traditional family culture combined with an ambitious ethos for excellence. It is part of a very exciting multi-academy trust focused on school improvement, collaboration and continuous learning. Swale Academies Trust is currently made up of nineteen other schools, both primary and secondary, located in East Sussex and Kent. The Trust provides unparalleled opportunities for professional development and will grow further in the future.

Peacehaven Community School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check. As a school dedicated to the principle of equal opportunities, we aim to ensure that staff recruitment is fair and open to all regardless of age, social class, disability, religion, ethnic origin or sexual orientation within the context of a detailed person specification.
Yours sincerely



Ms Rachel Henocq
Headteacher

Job Description

Job Title: Teaching Assistant
Grade: SAT B
Responsible to: SLT

Purpose of the Job:
To work alongside teachers and leaders to organise and support with the delivery of teaching and learning activities for classes, groups or individual pupils. The primary objective of this role is to achieve a positive whole-school impact by promoting our school values and implementing our agreed curriculum and approach to teaching and learning.

Key duties and responsibilities:
- To ensure the safety and wellbeing of all pupils and to report any concerns in line with our child protections and safeguarding policy and protocols.
- Prepare and deliver specific learning activities to individuals or groups modifying and adapting activities as necessary under the direction and supervision of a teacher.
- To support the teacher with the teaching, supervision and pastoral care of a class in primary aged children.
- Under the supervision of the teacher, to assess, record and report on development, progress and attainment.
- Use teaching and learning objectives to plan, evaluate and adjust lessons/work plans as appropriate within agreed systems of supervision.
- Assess the needs of pupils and use knowledge to support pupils' learning.
- Support pupils in social and emotional well-being, reporting problems to the teacher as appropriate.
- To manage and deliver planned and structured interventions programmes for specific pupils, including those with special education needs.

Teaching Assistants in this role may also undertake some or all of the following:
- Contribute to the development and implementation of Personalised Plans for pupils including attendance at, and contribution to, reviews.
- Provide short-term cover supervision of classes.
- Support children's learning through play.
- Undertake 'gate' duties at the beginning and end of the day
- Assist with break-time and lunch-time supervision including facilitating games and activities.
- Assist with escorting pupils on educational visits.
- Supervise or manage the work and development of other classroom support staff.
- Be responsible for the preparation, maintenance and control of stocks of materials and resources.
- Liaise with external agencies on a regular basis.
- Provide pastoral care to pupils.
- Be responsible for pupils who are not working to the normal timetable.
- Assist pupils with eating, dressing and hygiene, as required, whilst encouraging independence.
- Support with the administration of exams and tests.
- Be responsible for the presentation of displays and other aspects of the learning environment.

The duties / responsibilities of this post may vary from time to time according to the changing needs of the school and at the discretion of the leadership team.

Person Specification

Qualifications	Essential / Desirable
English, Maths and Science GCSE at grade C or above (or equivalent).	E
Level 2 or 3 Diploma (or equivalent) plus additional knowledge in specialist areas; working at or towards professional standards for HLTA.	E
Evidence of other TA related qualifications and/or training courses.	D
Professional qualifications related to working with children of SEND.	D
Professional qualifications in supporting young peoples' wellbeing and emotional literacy.	D
Experience	
Successful relevant experience of working with children of relevant age within a learning environment.	E
Experience in supporting those with specific learning difficulties.	D
Knowledge of the EYFS, KS1 & KS2 curriculum.	D
Skills and Abilities	
Developed skills for communicating with individuals, groups and whole classes of pupils to promote learning, including assessing the impact of the communication on recipients and adjusting approach as necessary.	E
Knowledge	
Full working knowledge of relevant policies, codes of practice and legislation plus working knowledge and experience of implementing national curriculum and other relevant learning programmes.	E
Good understanding of child development with the ability to apply behaviour management policies and strategies which contribute to a purposeful learning environment.	E
Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety.	E
Additional understanding of safeguarding issues relating to the vulnerability of pupils with SEND.	D
Knowledge of strategies that support pupils with SEND.	D
Personal Qualities	
Willingness to learn.	E
Team player.	E
Initiative.	E
Commitment to the role.	E



Working at Peacehaven Community School

At Peacehaven Community School, we are dedicated to realising our vision of providing outstanding education that supports the cognitive and social-emotional growth of our students. We set high expectations for all students and empower them to strive for their personal best, preparing them to thrive in a dynamic world.

We are proud to cultivate a culture of inclusivity, resilience, and community partnership, ensuring that every student is valued, respected, and embraced. Our focus on mutual respect, good manners, and exemplary behaviour is matched by our commitment to providing a comprehensive and balanced curriculum that prepares students for a fulfilling adult life. Encouraging our students to become active contributors to society and responsible global citizens, we offer a wide array of extracurricular activities, trips, and visits that enrich their lives.

Our dedication to delivering innovative and challenging teaching inspires our students to excel and make exceptional progress. We are committed to nurturing a learning environment that transforms lives and empowers our students to aspire, believe, contribute, and achieve greatness.

Benefits

- Discounts with local and national retailers, cinemas and restaurants
- Local Government Pension Scheme – with a generous employer contribution
- Enhanced Maternity Pay
- Self Sacrifice Shared Cost AVC (Additional Voluntary Contribution) Scheme
- Employee Referral Recruitment Incentive
- Access to training and development

Well-Being

- Employee Assistance Programme – Wellbeing and advice
- Cycle to Work scheme

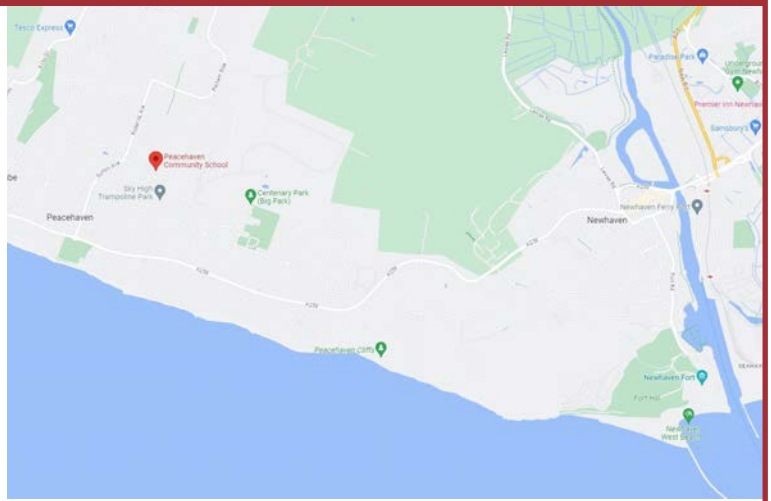
Finding Us

Peacehaven Community School
Greenwich Way, Peacehaven, East Sussex, BN10 8RB

01273 581100
pcs-enquiries@swale.at

Closest Train Station: Newhaven Town
Approx. 71 minute walk

Closest Bus stops:
Roderick Avenue (from Newhaven) - 12 Coaster/12A Coaster
Roderick Avenue (From Brighton) - 12 Coaster/ 12A Coaster
Meridian Centre (From Brighton) 14/14C





Overview of Peacehaven Community School

Joining our team

Peacehaven Community School is a research-engaged, innovative educational institution within the Swale Academies Trust, dedicated to providing an exceptional learning experience for our students. We are delighted that you are considering joining our talented team of teachers, leaders and support staff. At PCS, we are committed to fostering a diverse, inclusive, and supportive working environment, where every staff member can thrive and contribute to our shared mission of nurturing the potential of every student. We are a fully inclusive school with a special facility for students with SCLN and ASC and we believe that all students, irrespective of their starting points, can flourish. Our nurturing and challenging learning environment transforms lives and empowers our students to aspire, believe, contribute, and achieve greatness.

Why choose Peacehaven Community School?

1. Excellent Working Conditions: At Peacehaven Community School, we use quantitative measurements of working conditions and research on teacher motivation to optimise our teachers' working environment and identify areas that have the greatest impact on teacher wellbeing. By focusing on data-driven insights, we maximise teacher efficiency and foster a positive workplace.
2. Career Opportunities: We understand the correlation between job satisfaction and career progression (Sims, 2018). As such, we provide every staff member, regardless of role, with bespoke career development opportunities. Being part of the Swale Academies Trust enables us to offer an even greater range of opportunities, as we regularly offer promotions across schools for the benefit of our teachers and students.
3. Supportive Leadership: Our warm, welcoming, and evidence-informed leadership team recognises the crucial role leadership quality plays in teacher job satisfaction. By living our values every day, we provide unwavering support to our teachers.
4. Collaborative Staff Community: Our systems and structures ensure staff members have regular opportunities to engage with their department and colleagues from other departments, fostering a strong sense of community and collaboration.
5. Professional Learning and Development: Our evidence-based CPD programme, recognised as a best practice example at national conferences, is integrated with flexible working arrangements to give staff autonomy over their time and support their professional growth.
6. Research-Engaged School: We pride ourselves on our evidence-based approach to education, where we are publishing research to support others to better understand research engagement in schools. By joining our team, you will be part of a school that values objectivity and actively engages in educational research.
7. Ideal Location: Peacehaven Community School is situated just a 10-minute walk from the seafront, a 15-minute drive from Brighton and is surrounded by the South Downs, offering an excellent local environment for our staff.
8. Outstanding Facilities: Built in 2001, our school boasts state-of-the-art facilities and resources for staff and students. With an on-site leisure centre, our teachers enjoy access to excellent amenities for their well-being and work-life balance.

This school is also committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to complete a DBS check and the post may be offered only on receipt of two good references.



The Application Process

Applications will only be accepted from candidates completing the appropriate application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible. The SAT Application Form can be found here.

Please note CVs will not be accepted in place of a completed application form.
Application forms can be found on swale.at website. Completed forms can be sent to pcs-recruitment@swale.at or by post to the following address:

PCS Recruitment,
Peacehaven Community School,
Greenwich Way,
Peacehaven
East Sussex
BN10 8RB

The Shortlisting and Interview Process

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form. Peacehaven Community School may complete online checks of any candidates as part of the Shortlisting Process.

After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within 10 working days of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or driving licence
- Documentary proof of current name and address
- Where appropriate any documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

Conditional Offer

Any offer of employment will be conditional upon a number of formalities, including, but not restricted to the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment.



Safeguarding

Our Trust has robust safer recruitment procedures to help prevent unsuitable people from working with children.

All individuals working in any capacity at our Trust will be subjected to safeguarding checks in line with the statutory guidance Keeping Children Safe in Education.

Swale Academies Trust schools will conduct an online check of shortlisted candidates in line with the Keeping Children Safe In Education guidelines.

Retention of information

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

Privacy Notice

Please refer to the Trust's Privacy Notice for job applicants for information about how we use any personal data about them we hold.

Swale Acadmies Trust is committed to fostering a diverse and inclusive workplace where everyone feels valued and respected. We actively seek applications from individuals from all backgrounds and experiences.

Overview of Swale Academies Trust

Since its creation in September 2010, Swale Academies Trust has developed into one of the South East's leading Multi-Academy Trusts.

Our purpose is to develop good and outstanding schools and ensure the rapid improvement of schools with challenges.

As the Trust has grown and developed, we continue to ensure that effective school support and leadership is maintained. The Trust's approach to school improvement is based on a combination of CPD, capacity building and collaboration, with a relentless focus on teaching and pupil progress, in order to effect rapid and sustained improvements in outcomes for young people.

The Trust is an organisation which is driven by the belief that all children deserve a good quality education where they are seen as individuals and above all are exceptionally well cared for.

Swale Academies Trust - Schools

Primary

- Beaver Green Primary School, Ashford
- Istead Rise Primary School, Istead Rise
- James Dixon Primary School, Bromley
- Langney Primary Academy, Eastbourne
- Parkland Infant School, Eastbourne
- Parkland Junior School, Eastbourne
- Regis Manor Primary School, Sittingbourne
- Shinewater Primary School, Eastbourne
- South Borough Primary School, Maidstone
- Westlands Primary School, Sittingbourne

Secondary

- Meopham Secondary School, Meopham
- Peacehaven Community School, Peacehaven
- The Eastbourne Academy, Eastbourne
- The Holmesdale School, Snodland
- The North School, Ashford
- The Sittingbourne School, Sittingbourne
- The Turing School, Eastbourne
- The Whitstable School, Whitstable
- Westlands Secondary School, Sittingbourne

Central Support Services

- Human Resource Team
- Finance Team
- ICT Team
- Estate Management
- Governance and Communications

Swale ACADEMIES TRUST





OUR MISSION

A family of schools that **supports, inspires and empowers** everyone to be their best.

OUR VISION

A sustainable future where **every individual thrives** through personalised learning and opportunities that instil a sense of belonging and purpose.





OUR VALUES

Excellence
We pursue the highest standards, with the focus on continuous improvement and excellent pupil outcomes.

Integrity
We are honest and treat individuals fairly, acting in the best interests of our pupils.

Collaboration
We work together to achieve more than we could individually, sharing good practice and learning.

Agility
We are curious and innovative, embracing both challenge and change.

Empathy
We actively listen to understand another person's experience, nurturing an inclusive environment.



SWALE ACADEMIES TRUST, ASHDOWN HOUSE, JOHNSON ROAD, SITTINGBOURNE, KENT, ME10 1JS
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