



Acorn
Education Trust

Teaching Assistant (Maternity cover)

Heytesbury Church of England
Primary School

Welcome from Sara Edwards

Acorn Education Trust CEO

Thank you for your interest in one of our vacancies, I hope the information enclosed in this pack inspires you to apply.

Acorn Education Trust was established in 2014 to provide a local solution to a national strategy. We now serve 20 settings: 15 Primary Schools, 3 Secondary Schools and 2 nurseries.

Our mission is to 'prepare young people for their world in their time' and this sits at the heart of all we do. We strive for excellent leadership, excellent teaching and excellent learning. Our vision is to transform lives through education.

In every Acorn School, you will see:

- A** Active and visible leadership
- C** Care, support and challenge
- O** Opportunities for all
- R** Readiness to reach out
- N** Needs of all are paramount

Every Headteacher focuses on leading teaching and learning in their school. Central teams manage the business element of the Trust which allows us to share resources, improve IT and estates infrastructure and invest in school to school support. We are therefore able to direct as much money as possible into teaching and learning thus improving the life chances of all our young people.

Whatever role you are applying for, whether in a school or as part of the central team, we hope you can align with our vision and values, have the determination to succeed and are up for a challenge. In turn, we will provide you with a comprehensive and supportive induction programme, professional development and a career with Acorn.

We hope this information pack provides you with a flavour of working within our Trust and we look forward to receiving your application.

Sara Edwards



About Heytesbury

Gather - Learn - Grow – Flourish

Heytesbury Church of England Primary School is a caring and vibrant village primary school, educating children between the ages of 4 and 11 years in mixed age classes. Located in the village of Heytesbury, near Warminster, Wiltshire, we have close links with the local community and the church of St Peter & St Paul.

Our school is a place where curiosity is cherished. We believe that every child has a unique brilliance waiting to be discovered, nurtured and celebrated, and encourage all our children to aim high, learn, and grow in order to reach their full potential. Our dedicated staff work hard to ensure a well-rounded education and learning environment, which challenges and supports pupils to prepare them for academic success and life as responsible, caring, and confident individuals.

In 2017 we joined Acorn Education Trust, which has provided exciting opportunities to improve local education and draw on collective experience. We work closely with other schools within the Trust and the central team to help us continue to grow from strength to strength.

Our school has a wide range of excellent facilities, including:

- Large outdoor grounds and playing field;
- A well-resourced library;
- Forest school provision for all years;
- Well-resourced computing facilities;
- A wide range of play equipment including a ping-pong table, trim trail and park facilities;
- Strong links with the church and local community;
- An on-site feeder nursery;
- High quality music teaching including optional peripatetic piano tuition;
- Well-resourced sports provisions with sessions run by a specialist PE sports coach.

We look forward to welcoming you to our school and showing you what makes Heytesbury CofE such a wonderful school.

Laura Williamson
Headteacher

For more information, please visit our website: www.heytesbury.wilts.sch.uk



Our Christian Values

Courage, Respect, Compassion, Gratitude, Responsibility, Resilience

At Heytesbury, our vision and values build a nurturing and inclusive environment for all and create the foundation for a thriving and compassionate community.

Our school community is united in its commitment to grow together and we take pride in nurturing both the academic growth of our pupils as well as their personal development as guided by our core Christian values: Courage, Respect, Compassion, Gratitude, Responsibility and Resilience.

Through these values and the teachings The Parable of the Mustard Seed – Matthew 13:31-32 – “The kingdom of heaven is like a mustard seed that someone took and sowed in his field; it is the smallest of all the seeds, but when it has grown it is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches”, we aim to prepare our pupils not only for academic success but also to become compassionate, responsible, and resilient individuals who make a positive difference in the world.

We are a proud church school where Religious Education holds high prominence and we aim to provide opportunities to recognise and develop every aspect of the individuals in our community – physical, mental and spiritual – so that all may flourish.

Our school community aims high in both our learning and development and in taking on risks and challenges together. We strive to provide all children with a safe and secure learning environment and set high standards and expectations to enable each child to do their best and achieve their full potential.

Underpinned by our Church of England ethos is the caring, family atmosphere within our school. We understand that education is a partnership and we cherish the involvement of our local church, parents, families, and the wider community in our school life – from daily collective worship, through to school and other events.

Together, we can inspire a love of learning that lasts a lifetime and provide the best possible opportunities for our children to thrive, explore their interests, and develop the skills they need to succeed in an ever-changing world.

Job description

Job title	Teaching Assistant (TA)
Reporting to	Class Teacher/ Headteacher

Main purpose

- The Teaching Assistant will:
- Work with Class Teachers to raise the learning and attainment of pupils
 - Promote pupils’ independence, self-esteem and social inclusion
 - Give support to pupils, individually or in groups, so they can access the curriculum, take part in learning, and experience a sense of achievement

Duties and responsibilities

Teaching and learning

- Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the Teacher and increase achievement of all pupils including, where appropriate, those with special educational needs and disabilities (SEND)
- Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities
- Support the teaching of a broad and balanced curriculum aimed at pupils achieving their full potential in all areas of learning
- Use effective behaviour management strategies consistently in line with the school’s policy and procedures
- Support Class Teachers with maintaining good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
- Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment
- Observe pupil performance and pass observations on to the Class Teacher
- Supervise a class if the Teacher is temporarily unavailable
- Use ICT skills to advance pupils’ learning
- Undertake any other relevant duties given by the Class Teacher

Planning

- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role
- Read and understand lesson plans shared prior to lessons, if available
- Prepare the classroom for lessons

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Job description continued

Duties and responsibilities cont.

Working with staff, parents/carers and relevant professionals

- Communicate effectively with other staff members and pupils, and with parents and carers under the direction of the Class Teacher
- Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision
- Contribute to meetings with parents and carers by providing feedback on pupil progress, attainment and barriers to learning, as directed by teachers
- With the Class Teacher, keep other professionals accurately informed of performance and progress, or concerns they may have about the pupils they work with
- Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Health and safety

- Promote the safety and wellbeing of pupils, and help to safeguard pupils' wellbeing by following the requirements of Keeping Children Safe in Education (KCSIE) and our school's child protection policy
- Look after children who are upset or have had accidents

Professional development

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
- Take part in the school's appraisal procedures

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Promote the safeguarding of all pupils in the school

Please note: This Job Description may be amended at any time in consultation with the postholder.

Person specification

Criteria	Essential
Qualifications and Training	• GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths • First-aid training, or willingness to complete it
Experience	• Experience working in a school environment or other educational setting • Experience working with children / young people • Experience planning and delivering learning activities
Skills and knowledge	• Good literacy and numeracy skills • Good organisational skills • Ability to build effective working relationships with pupils and adults • Skills and expertise in understanding the needs of all pupils • Knowledge of how to help adapt and deliver support to meet individual needs • Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils • Excellent verbal communication skills • Active listening skills • The ability to remain calm in stressful situations • Knowledge of guidance and requirements around safeguarding children • Good ICT skills, particularly using ICT to support learning • Understanding of roles and responsibilities within the classroom and whole school context
Personal attributes	• Enjoyment of working with children • Sensitivity and understanding, to help build good relationships with pupils • A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school • Commitment to maintaining confidentiality at all times • Commitment to safeguarding pupil's wellbeing and equality • Resilient, positive, forward looking and enthusiastic about making a difference • Capacity to inspire, motivate and challenge children and young people

The Teaching Assistant will be required to follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the successful applicant will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Support for our staff

Whether your role is in a school or the central team, you will be part of a caring team that will provide you with the support and challenge needed to fulfil your role effectively.

Continued Professional Development (CPD)

- A comprehensive induction programme for all new staff (across all roles), that includes mentor and peer support
- Statutory training on safeguarding, health & safety and GDPR
- Access to over 2,500 world-leading courses, webinars and resources via the National College online training platform
- Support for Early Career Teachers (ECTs)
- Role specific training for Designated Safeguarding Leads (DSLs) and Special Educational Needs and Disability (SEND) roles
- School based training, including mentoring and coaching from senior leaders within school and across the wider Trust; Cross phase and school to school support
- Subject communities, across primary and secondary level, to share good practice across the Trust
- Opportunities to role shadow
- Apprenticeships available at various levels across the Trust for multiple roles, including Teaching, Teaching Assistants, Nursery and IT Technicians

Health and wellbeing

- A strong culture of wellbeing across all schools and the central team
- Family friendly policies, including comprehensive flexible working policy, adoption leave policy, maternity and paternity (including shared parental leave) policies and staff wellbeing policy
- Access to [Care First](#), an employee assistance programme which provides confidential support on health and wellbeing, relationships, money issues, bereavement and loss, stress, anxiety and depression and much more

Pensions

- Teacher pension
- Local government pension
- Nest pension

Staff wellbeing is very important at Acorn Education Trust. We are consistently looking for new ways to improve our offering, and, regularly collect feedback at all levels to check in with our staff and ensure they feel supported in their role.

How to apply

If you would like more information about this role, please contact the school office via email at admin@heytesbury.wilts.sch.uk or by phone on 01985 840429.

To apply

Please download an application form from the [Acorn Education Trust website](#).

Completed application forms must be submitted to the school office by the closing date listed on the advert.

Shortlisted candidates will be invited for an interview.

**Heytesbury C of E Primary School, High Street, Heytesbury,
Warminster, Wiltshire, BA12 0EA**

01985 840429

admin@heytesbury.wilts.sch.uk

Heytesbury Church of England Primary School, as part of the Acorn Education Trust, is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful in obtaining this post you will be subject to a Disclosure from the Disclosure and Barring Service and health screening. We are an equal opportunities employer. As part of our safer recruitment processes, if you are shortlisted for the post, we will carry out a social media account search.