

Robert Clack School of Science

Executive Headteacher : Mr R.V.A. Taylor B.Sc., (Econ) (Hons)



RECRUITMENT PACK

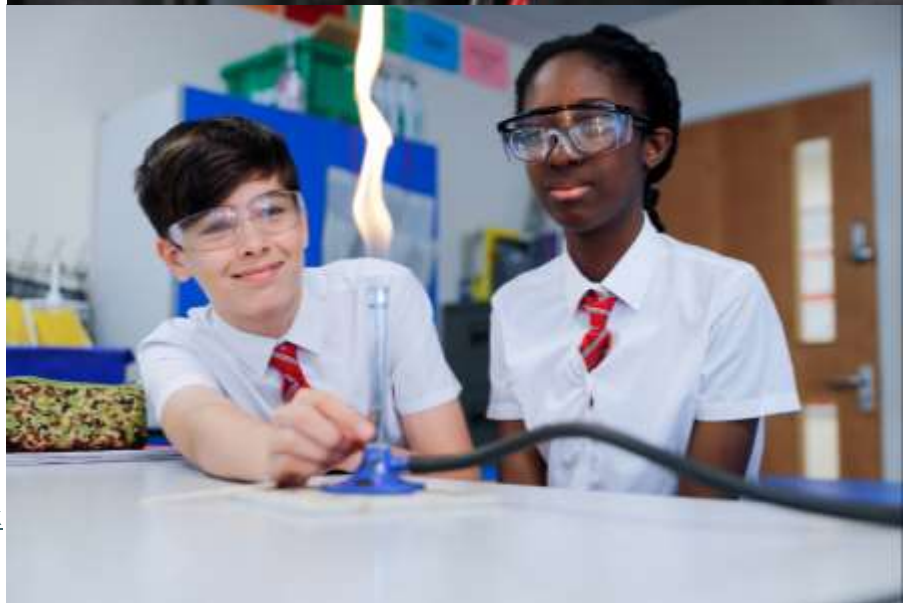
TEACHING ASSISTANT (SECONDARY)

Tel: 020 8270 4200

Website: www.robertclack.co.uk

Email: office@robertclack.co.uk

Recruitment queries: eselson@robertclack.co.uk



Welcome to Robert Clack School

As a former pupil and member of staff for the past 20 years, Robert Clack School and our pupils mean a great deal to me. I believe that Robert Clack is a very special place; we have a strong sense of community and strive for excellence in all that we do.

We are committed to delivering a broad and balanced education, one which appreciates the importance of academic qualifications, but one which also recognises the value of vocational qualifications and the extra-curricular of sport, drama, music, the arts and debate.

Our ethos permeates every aspect of life at Robert Clack School and cultivates the values of mutual respect, compassion, discipline, high expectations and aspirations and hard work. By embracing these values, we believe that our pupils will be able to fulfil their ambitions in life, whatever they may be.

I am delighted that you are interested in pursuing a career at Robert Clack School. Please find enclosed information relevant to the role you may wish to apply for.

Good luck and best wishes.

Russell Taylor
Executive Headteacher



The Recruitment and Application Process

To view the job description, person specification and to download an Application Form please follow this link to the School website: www.robertclack.co.uk

Please submit completed applications either by e-mail to: mbrown@robertclack.co.uk or through submitting an application on the vacancy which is posted on the TES website.

Please note that CVs will only be accepted if accompanied by an application form.

If you have any queries about the application process, you are welcome to contact the School's HR Manager, Emma Selvon on 020 8270 4200 x 3308 or on the above email address.

Safeguarding and Promoting the Welfare of Children and Young People Note:

Robert Clack School is committed to safeguarding and promoting the welfare of children and young people. Successful applicants must be willing to undergo identity checks, checks with past employers, an online internet search and an enhanced Disclosure & Barring Service check.

Key dates:

Closing date for receipt of applications: 8am on Tuesday 24 February 2026.

Interviews to be held: To be confirmed. During February/early March 2026.

Commencement date in post for successful candidate: 20 April 2026.

Advertisement

TEACHING ASSISTANT

SALARY: Scale 4 (exact salary: £20,749 - £21,656 per annum)

APPOINTMENT: 28 hours per week, 8.40am–3.00pm, Monday to Friday, term-time only

Due to the ongoing expansion of the School, we are seeking to appoint a Teaching Assistant to join our SEND team (Secondary). Robert Clack School is split across three sites and is soon to become one of the largest schools in the UK.

Working as part of a team with teachers and the SEND department, the successful applicants will provide classroom support for pupils with Educational Health Care Plans (EHCPs) and to those with social, emotional and mental health challenges (SEMH). They will be required to assist pupils who have barriers to learning using school-based intervention strategies and resources, and help them develop their literacy, numeracy, speech and language skills. In addition, they will encourage pupils to have positive interactions with their peers and staff, whilst becoming independent learners.

The successful candidates will be required to have the following skills and experience:

- Relevant experience of working with children with SEND;
- Good levels of literacy and numeracy (minimum grade C/4 at GCSE English and Mathematics, or equivalent);
- Good standard of verbal and written communication skills when dealing with pupils, parents, colleagues and visitors;
- Good behaviour management skills;
- Flexibility, patience and a calm demeanour;
- Able to work effectively and professionally as part of a team;
- Able to follow instructions and adhere to all school policies;
- An appreciation and understanding of a school at the heart of the community.

REQUIRED FOR: As soon as possible.

Previous applicants should not apply.

Job Description



Job Title:	Teaching Assistant
Working Hours:	Part-time, 28 hours per week, term-time Hours of work – 8.40am to 3.00pm
Department:	SEND
School:	Robert Clack School (Although you may be based on one school site, your role is not site specific)
Reports to:	SEND Manager (non-teaching) / SEND Co-ordinator, Teaching & Learning
Responsible for:	N/A
Number of Posts Supervised/Managed:	N/A

1. Purpose of the Job:

- Work as part of a team of teachers, teaching assistants and learning mentors to support pupils in the classroom with educational health care plans and those on individual withdrawal programmes.
- Support pupils using school-based intervention strategies, and provide support with literacy reading, writing, speaking, numeracy and speech & language.
- To support and promote the safeguarding, and welfare of all children and young people attending Robert Clack School.
- Promote positive, professional relationships with pupils, parents and colleagues to support the best interests of the pupils.

2. Specific Tasks and Responsibilities:

Classroom and Group Sessions – Supporting Pupil's Personalised Learning

- Set out learning resources in line with the preparation requirements provided, normally by the teacher.
- Support teacher planning.
- Obtain information from the class teacher regarding the learning objectives of the lesson and provide support to pupils allocated to you i.e. school-based intervention strategies, numeracy and literacy etc.
- Promote the Literacy Policy – Read, Write, Speak.
- Support pupils' learning across the curriculum, tailoring support to match each learner's needs.
- Plan schemes of work.
- Identify and remove barriers to pupils' learning.
- Implement any speech therapy programmes and other programmes as advised.
- Contribute to assessing pupils' progress and support them in reviewing their own learning.
- Complete and maintain records of pupils and their progress i.e. targets and whether they are on track to achieve them.

- Track data for specific pupil groups.
- Check the availability and location of ICT equipment, if needed, including accessories and inform the teacher of any issues. Support pupils' access to learning through the effective use of ICT.
- Adapt and customise curriculum materials.
- Report shortages of learning materials to the teacher.
- Encourage pupils to return materials to the appropriate place after use and to dispose of any waste materials in a safe and tidy manner. Check the condition of learning resources and materials after use.

Working with Pupils

- Promote pupils' wellbeing.
- Ensure that good relationships are established with pupils; reinforcing the need for good behaviour and respect for others.
- Interact with pupils in a manner appropriate to their levels of communication and interaction skills; support and encourage pupils.
- Encourage pupils to take responsibility for their own behaviour and to act independently.
- Support pupils to become independent, co-operative and collaborative learners.
- Encourage positive interactions between pupils and groups of pupils.
- Provide immediate care for any minor accidents, upsets or ailments and contact a First Aid member of staff if required.
- Recognise and report any uncharacteristic behaviour patterns in pupils.
- Monitor and report any signs of conflicts between pupils.

3. Statutory Requirements:

This post carries a requirement to have an enhanced Disclosure and Barring (DBS) check for Children.

4. General Accountabilities and Responsibilities:

- Comply at all times with the Council and School's policies and procedures, particularly those regarding Data Protection, Equalities and Diversity, Health & Safety and Safeguarding.
- Undertake a proactive, committed approach towards the School's values and ethos.
- Comply with the competencies and standard requisites agreed by the School as relevant to your post.
- Promote the development of a high quality individual need led service, to comply at all times with the Council's and School's policies and procedures, particularly those regarding Data Protection, Equalities and Diversity and Health and Safety.
- Comply with the Data Protection Act 2018 and associated General Data Protection Regulations (all employees of the Council will not disclose or make use of, for their private advantage, any information held on manual or computer records, which are not available to the public, however acquired).
- Take responsibility for continuing self-development and participate in training and development activities.

The above mentioned duties are neither exclusive nor exhaustive and the post holder may be called upon to carry out such other appropriate duties as may be required by the Line Manager within the grading level of the post and the competence of the post holder.

November 2024.

Person Specification

Post Title:	Teaching Assistant	Grade:	Scale 4
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Attributes	Criteria	Assessment Method	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Relevant work experience. • Experience of working with children in a school or similar environment. • Experience of working on own initiative. • Experience of the use of Word, Excel, E-mails etc. • Experience of working with children with SEND needs and an understanding of the different levels of ability of pupils. • Experience of the use of Management Information Systems (MIS). 	Application form, interview and task at interview	X X X X X	X
Education, Training & Qualification	<ul style="list-style-type: none"> • Good numeracy and literacy skills. • Good general standard of education. • Minimum Grade C/Level 5 in GCSE English and Maths or equivalent 	Application form and task at interview	X X X	
Professional Relationships	<ul style="list-style-type: none"> • Excellent verbal and written communication skills when dealing with pupils, parents, visitors and colleagues. 	Application form and interview	X	

	<ul style="list-style-type: none"> • Ability to work effectively, supportively and professionally within a team. • Ability to uphold the School's behaviour standards for pupils where necessary. • Able to work under direction and follow guidelines/instructions 		X X X	
Safeguarding and Equality & Diversity	<ul style="list-style-type: none"> • A commitment to the safeguarding and welfare of children. • Knowledge, understanding and commitment to equal opportunities and diversity. 	Application form and interview	X X	
Knowledge, understanding and skills	<ul style="list-style-type: none"> • To be able to work in accordance with the school's health and safety policies • Ability to adhere to all school procedures and policies • Good time management and organizational skills, planning and the ability to prioritise effectively in order to meet deadlines. • Ability to work methodically with good attention to detail. • Ability to work calmly under pressure. • Basic knowledge of confidentiality and ability to maintain confidentiality with regard to all school matters. • Able to organise, prioritise and manage workload whilst maintaining a flexible approach to respond to urgent requests. • Good IT skills. 	Application form, interview and task at interview	X X X X X X X	

	<ul style="list-style-type: none"> • Good behaviour management skills. • Patience, a calm manner and an ability to respond calmly in all situations. 		X X	
Any additional factors	<ul style="list-style-type: none"> • A commitment to personal professional development. • A commitment to Equal Opportunities and Diversity. • A commitment to the safeguarding and welfare of children. 	Application form and interview	X X X	

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