



**Teaching Assistant Application Pack**

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**Letter from Cathie Paine, Chief Executive Officer**

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven’t previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

**Cathie Paine**

**CEO**

# Our Touchstones

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago Touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

**Inspiration** breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: [www.reach2.org](http://www.reach2.org)

# The role

**Teaching Assistant at Scientia Academy**

Scientia Academy is seeking to appoint an experienced, energetic and caring Teaching Assistant to support children with a range of needs and specific children on a one-to-one basis.

In collaboration with the Class Teacher and the SENCo you will nurture and support pupils' educational experience to the best it can be and will make a significant contribution to pupils’ progress. We are looking for someone with strong behaviour management skills, sound classroom knowledge and a caring personality. This role also requires you to work alongside individual children and groups in class and take the lead in managing small groups of pupils for specific intervention. You will also be required to provide lunchtime support.

We aim to appoint someone who is passionate about inclusion and is willing to go the extra mile to help secure outstanding outcomes for our children and families.

**The successful candidate must:**

* possess a QCF Level 2 certificate in Teaching & Learning or equivalent qualification,
* have experience in supporting pupils at all levels and ability,
* flexible and reliable with a caring nature,
* be enthusiastic, highly motivated, enjoy working with young children and be passionate about making a positive difference to children’s lives,
* have a range of strategies to support learners of all abilities, and provide excellent support for individual pupils,
* be able to work as part of a successful, hardworking, dedicated team.

**In return we can offer:**

* an extremely supportive, friendly team and a modern, well-resourced work environment,
* high expectations of pupil behaviour and achievement,
* a commitment to wellbeing and a chance to be a part of a driven, skilled, and dedicated team.
* membership of the Local Government Pension Scheme,
* high quality Continuous Professional Development,
* free and confidential access to REACh2’s Employment Assistant programme manned by qualified counsellors 24 hours / 7 days per week,
* a rewarding job where no two days are the same.

This is an exciting opportunity, and we look forward to receiving your application.

**Background Information about the School**

Scientia Academy is a two-form entry primary school providing a part time morning and afternoon Nursery. We offer a friendly and stimulating environment, where children are encouraged to become confident, caring, articulate and independent learners on their journey to secondary education and use their abilities to the full. We provide a calm and happy atmosphere and set high standards of respect, courtesy, hard work and achievement for all children and adults.

The school is equipped with modern purpose built classrooms, state of the art ICT suite and 4D cinema an extensive library, art and craft rooms in an expertly designed learning environment. We offer extended school services, which include Breakfast and After School Clubs. Enriching the curriculum as much as possible through educational and residential trips, visiting speakers and professionals drawing upon the local and wider community. Parents are encouraged to become actively involved in their children’s learning through regular coffee mornings, termly review days.

We are very proud of the social and cultural diversity of our school. The children and staff come from a variety of backgrounds and cultures and we aim to celebrate the richness that this brings to the school. This diversity is reflected in our curriculum, our policies and procedures and our school environment.

At Scientia the staff are committed to provide excellence in teaching and learning for every child in our school. We are looking for people who will bring these traits to our school as well as complementing the collegial atmosphere that already exists here at Scientia. If you feel that Scientia is the right type of environment for you then we would love to hear from you

As a member of the REAch2 Trust, a national family of primary academies, Scientia Academy is committed to raising standards and achieving excellent for all pupils whatever their background or circumstance. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. Scientia Academy is committed to safeguarding and promoting the welfare of children and young people / vulnerable adults and expects all staff and volunteers to share this commitment. This position is subject to an enhanced DBS check and satisfactory written references.

# The application

You are invited to submit an application form to **Marion Chimenes, School Business Manager,** using**recruitment@scientia-academy.org.uk**

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust’s online [Equality & Diversity Monitoring Form](https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMlJXTkhNVlE0SlhKV0FWTEk2Wkw1TTUwRS4u) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

## The application process and timetable

|  |  |
| --- | --- |
| **Application deadline:**  | Monday 27th November 2023 |
| **Interviews:** | Tuesday 5th December 2023 |
| **Contract Details:** | Permanent – 32.5 hours per week, term-time only  |
| **Salary:** | Grade 5, Sp 5 - 6 (£21,575 to £21,968 pro rata) |
| **Start date:**  | As soon as possible |

Candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

# Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](https://reach2.org/wp-content/uploads/2020/01/Privacy-Notice-Job-Applications.pdf).

# Job Description

**Post:**  Teaching Assistant

**Responsible to:** Class Teacher, SENCO

**Core Purpose**

To provide support to a teacher to work under the instruction and guidance of teaching staff to support all groups of pupils. To support pupils with special educational needs to enable access to learning, and to promote progress.

**Support for Pupils**

* Develop a positive and supportive relationship with pupils.
* Alongside the class teacher, support of the differing needs of pupils
* Supervise and provide particular support for pupils, including 1:1 support for those with special needs, ensuring their safety and access to learning activities.
* Set challenging and demanding expectations and promote self-esteem and independence.
* Provide feedback to pupils in relation to progress and achievement under guidance of the teacher.

**Support for the Teacher**

* Prepare classroom as directed for lessons, clear afterwards and assist with and help maintain displays of pupils’ work.
* Undertake routine administrative tasks e.g. pupil record keeping, as requested.
* Support the teacher in maintaining pupil behaviour and reporting difficulties as appropriate.
* Appropriate liaison with parents on general pupil matters.

**Support for the Curriculum**

* Undertake structured and agreed learning activities/teaching programmes, adjusting

activities according to pupil responses.

* Undertake programmes of intervention, recording achievement and progress and

feeding back to the teacher.

* Prepare and maintain general equipment/resources as directed by the teacher.
* Assist in the display and presentation of learning cues and pupils work inside and outside of the classroom environment as required.

**Support for the School**

* Promote and safeguard the welfare of children and young persons you are responsible for.
* Be aware of and comply with policies and procedures relating to child protection, health and safety, behaviour, confidentiality, and data protection reporting all concerns to the appropriate person.
* Ensure all pupils have equal access to opportunities to learn and develop.
* Undertake training and CPD as required.
* Support the role of other professionals.
* Attend and participate in relevant meetings as required.
* Supervise pupils out of lesson times, including before and after school (as required), playtimes and at lunch time.
* Accompany teaching staff and pupils on visits, trips and out of school activities as

required and take responsibility for a group under the supervision of the teacher.

* Be a role model for pupils and colleagues in terms of behaviour and attitude.
* Be punctual and professional at all times.
* Maintain confidentiality.

**Wrap Around Care**

* Provide full care for the children attending the club including the safe collection from their classrooms and the safe delivery to parents and/or named carers.
* Supply and provide refreshments to children.
* Ensure safe, creative, appropriate play opportunities in a safe and caring environment.
* To motivate and encourage the children to participate in activities.
* Providing a facility for children to do their homework.
* Ensure a clean, tidy environment conducive to fostering good health and safety practice.
* Carry out day-to-day administration and record keeping.
* Administer first aid as necessary and ensuring the well-being of sick children.
* Encourage parental involvement and support of the club.
* Initiate close liaison with parents, carers, and other childcare and play related agencies.
* Attend meetings as appropriate.
* Work with the health and safety policy guidelines of the school at all times.

# Person Specification

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Essential | Desirable |
| **Philosophy** | * A belief in the ability of all children to achieve and be successful
* A belief in teamwork and ability to get involved in the day-to-day running of the school
 | ✓✓ |  |
| **Experience**  | * Working with children of primary school age
* Working with individuals and groups of children
* Experience of supporting children with SEN
 | ✓✓✓ |  |
| **Qualifications & Training** | * Very good Numeracy and Literacy skills - at least GCSE C grade or equivalent
 | ✓ |  |
|  | * Minimum NVQ2 or equivalent qualification
* First Aid Qualification
 | ✓ | ✓ |
| **Knowledge & Skills** | * Knowledge of the National Curriculum
* Experience of delivering Read Write Inc
* Experience of promoting and gaining positive pupil behaviour conducive to learning, focused on raising standards
 | ✓ | ✓✓ |
|  | * Very good organisational skills
 | ✓ |  |
|  | * Very good time management skills
 | ✓ |  |
|  | * Ability to prioritise
 | ✓ |  |
|  | * Adaptability and flexibility
 | ✓ |  |
|  | * Willing to participate in CPD
* ICT Literate Willingness to
 | ✓✓ |  |
| **Personal Characteristics**  | * Boundless enthusiasm, determination and drive to inspire others to achieve high standards
* A personable nature to build effective relationships with parents/members of the community
* Ability and willingness to promote the school’s aims and the positive culture and ethos
 | ✓✓✓ |  |

All staff are expected to understand and be committed and to contribute to Trust’s commitment to Equal Opportunities for all.