**Teaching Assistant**

**Salary: G4 (SCP 13-16) £23,115 to £23,893**

**Actual Salary: £16,447 to £17,001**

**Working hours: Part time, 31 hrs per week, term time only**

**Contract type: Permanent**

**Start date: ASAP**

As a school we are passionate about inclusion, and we are looking for people who share the same drive and commitment. We are looking to appoint highly effective and motivated Teaching Assistants to join our wonderful SEND team. Our new colleagues will be confident in establishing constructive relationships and interacting with students according to their individual needs.

The role will focus on supporting students who have significant barriers to their learning to ensure success and positive educational outcomes.

**The successful candidates will:**

* Willingness to be flexible and support the school when needed
* Bring rigour and an eye for detail and experience to our ambitious school
* Be professional and approachable.

**In return we can offer:**

* A forward thinking and innovative Senior Leadership Team
* An open and transparent workplace that has an honest and respectful culture
* Friendly and enthusiastic children
* Caring, friendly colleagues with a strong team spirit and a positive attitude
* Supportive parents and Academy Councillors

Our ethos is ‘Aspiring and Achieving Together’. Whilst we are committed to ensuring that every student makes excellent progress, this concept stretches well beyond academic performance. We firmly believe that every aspect of school should equip learners to be successful in all areas of their lives, both now and for their future. Indeed, every single decision or action taken improves the life chances of all our learners. This is underpinned by ensuring The Westleigh school is a safe, nurturing and happy environment: put simply, The Westleigh School is a great place to learn and a great place to work.

Uniting with The Shaw Education Trust brings with it new opportunities and a wealth of resources to supplement our mission to improve outcomes for all our students. Colleagues will have access to a large range of well-established training opportunities, such as a fully funded L5 Instructional Coaching qualification or Accelerated Leadership training, for those aspiring to Middle Leadership. Outstanding teachers will also achieve Trust Professional Advocate designation, which provides exciting opportunities to support colleagues within both The Westleigh School and across other SET schools to share best practice. With this brings the opportunity to engage in the cross-trust peer review and Trust CPD programme.

**All candidates are required to provide a supporting statement on the formal application forms which states clearly your reasons for applying, skills and experience for this position.**

**Shaw Education Trust** are a thriving mix of diverse and growing schools including Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw

Trust a charity organisation that focuses on transforming lives. Our schools span from Birmingham to Bury, meaning that we can support students from all walks of life, no matter their background or socioeconomic status. In doing this, we can help ensure all children are able to access a high standard of education, with all being treated equally.

In our secondary schools, we pride ourselves on our innovative approach to curriculum design, to ensure all our schools have breadth and ambition for all pupils, regardless of their starting points and barriers. Standard curriculum models don’t always engage all pupils, so we constantly seek to innovate and provide better opportunities to develop both knowledge and skills for life. We want our pupils to believe their curriculum is bold, exciting, purposeful, and ultimately leads to something meaningful for them. Some examples of our innovation include moving towards an extended school day, to provide a world class enrichment programme and more opportunities for essential skills like reading and cultural capital. We are also introducing a vocational and technical pathways, which run through the normal school curriculum but attract support from leading employers and universities to develops work-readiness in our pupils, so that they can progress onto T Levels and apprenticeships.

We are currently at an exciting point in their evolution, with collaboration at the heart of our collective endeavour. We don’t operate in silos: we value the power of the pack and strive to collaborate as a collective, ensuring no school or colleague is left behind. We are currently co-constructing an aligned curriculum across all EBacc curriculum subjects, to create a world class curriculum, rich in powerful knowledge and skills. This is driving up standards through the sharing of the very best practice, whilst allowing each school sufficient flexibility for autonomy to do

what is right for their local context. A by-product of this approach has been the reduction in planning workload for colleagues, meaning they can spend more time on the things that matter and fostering strong relationships with pupils and delivery of the curriculum.

As a group of schools, we take an evidence-informed approach to developing the quality of our teaching and learning, learning from research and best practice in the sector. We value a non-hierarchical, supportive approach to developing great teachers. As a people-focused trust, we consider the professional development of our staff as a fundamental responsibility. Where any schools face any barrier, it has the mutual support of the others in sector to

call upon for subject specific or general support, all facilitated by a group of servant leaders at trust level. Our Heads meet regularly and genuinely support each other in a non-competitive environment. We have team of directors with vast experience at headship, senior and middle leadership levels and our team of subject directors are supporting subject staff across the trust to design and deliver the very best curricula, providing subject specific pedagogical support.

Our secondary schools are currently driving ‘PedTech’ across the sector: we believe teaching and technology should go hand-in-glove and are passionately committed towards providing a fully digitally enhanced curriculum. We are very close to achieving full 1:1 device delivery and are sprinting towards better use of iPads in lessons to enhance the experience and learning.

**Shaw Education Trust offer the following benefits with your Teaching or Support Staff employment:**

* An excellent Local Government Pension Scheme (Support Staff) / Teachers Pension (Teaching Staff)
* **Support Staff only** based on working **full time, all year** - Generous holiday entitlement from your first day of employment (**37 days holiday** **rising to 39 days** after 5 years’ service including Bank Holidays)
* Access to health and wellbeing support via Occupational Health
* Cycle to work scheme
* Access to our Institute of Education and fantastic opportunities to help you **grow, contribute** and **flourish** in your role and in the Trust.

**The Westleigh** is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, click here to review Safeguarding and Pupil Protection Policy <https://www.shaw-education.org.uk/our-trust/key-information>

This position is subject to appropriate vetting procedures including an online checks and criminal record check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions.

All shortlisted candidates will undergo an online search as part of Trust safer recruitment checks.

We are an Equal Opportunities employer and will ensure that all our recruitment and selection practices reflect this commitment.

**In accordance with our safer recruitment policy CV’s alone will not be accepted.**

**Application deadline:    9am Wednesday 20th September 2023**

**Interview date: W/C Monday, 25th September 2023**

**We reserve the right to appoint before the closing date, therefore, we encourage early applications.**

Successful candidates will be subject to a fully Enhanced DBS check along with other relevant employment checks.