



Teaching Assistant

TOR BRIDGE HIGH, Plymouth

Closing Date: 9am on Wednesday 19th June 2024





Tor Bridge High

We are a single Academy Trust with children at the heart of every aspect of our work. This is an extremely exciting time to be joining Tor Bridge as we are about to join an ambitious and inclusive trust of schools as part of the Ted Wragg Multi Academy Trust. This collaboration aims to strengthen our community through providing the very best education for our young people, no matter what their background. Students will leave us with the skills and support they need to be the best that they can be, becoming ambitious, independent and positive members of our community.

Tor Bridge High is situated on a large site with excellent modern facilities and resources, having been rebuilt in 2012. We are a truly unique community school with close partnerships between our outstanding on-site primary school, Tor Bridge Primary; special school, Cann Bridge; and community assets such as a Estover Library and The Soundhouse Arts provision as part of our shared campus. Our School is a well-established secondary school, with a thriving sixth form. Tor Bridge High caters for up to 1,250 students and is oversubscribed; it has been oversubscribed consistently for many years and this affirmation from our community is something we are immensely proud of.

Close partnerships ensure numerous opportunities for both staff and children to collaborate, and grow great people. The aim is to secure high achievement and to maximise outcomes, aspirations and wellbeing for all children and young people in the learning community. Just as we are committed to ensuring the best for our students, so too is this true of our commitment to our colleagues. We want you to reach your full potential and enjoy the benefits of working as part of a friendly, collaborative and professional team. We actively encourage continuing professional development and strive for a working environment which innovates and celebrates success.

In our most recent Ofsted inspection (November 2021), in which we were, once again, rated as Good in all aspects; Ofsted noted that “staff and pupils have strong relationships” and that teachers have “high expectations of our students”. What is more, leaders have “a clear vision for the school”.

Our core values of Ready, Kind and Safe set out clear expectations for students: -

READY to learn: be punctual, wear correct uniform, bring correct equipment, ensure learning is disruption-free.

KIND: work as one team to support all to be successful.

SAFE: be conscious of those around us, ensuring that everyone feels confident within school and their learning.



As a potential candidate, if you are excited and passionate about being a part of the journey to be unashamedly ambitious for all learners and you share our passion for creating a culture which supports the highest of expectations, then we can offer you the chance to make a difference, and we very much look forward to receiving your application and welcoming you to Tor Bridge High.

Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



Welcome from the Ted Wragg Trust
CEO, Moira Marder

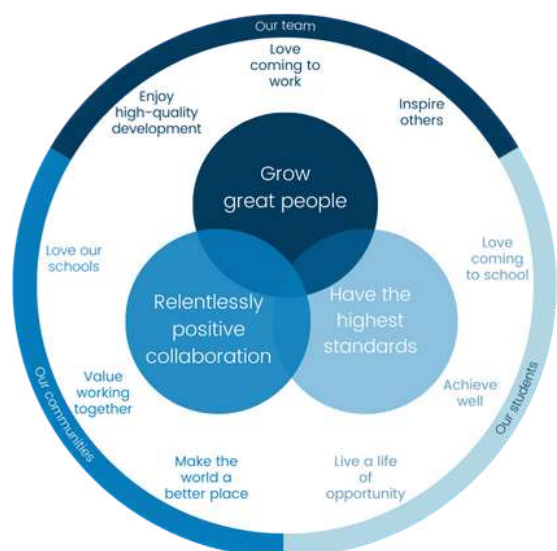


On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values

How we will succeed



Advertisement

Tor Bridge High in Plymouth, rated Good in all aspects by Ofsted in November 2021, was described as a school where “Teachers’ high expectations of pupils means that work is well presented and completed to a high standard”, that “The school prides itself on learning free from disruption...pupils enjoy school and say that they feel safe” and “Staff and pupils have strong relationships”. As well as this endorsement, Tor Bridge High has been oversubscribed consistently for many years.

Tor Bridge is a truly inclusive environment where staff believe our students deserve every opportunity to succeed in a warm and compassionate environment, built on foundation of equity, predictability and consistency in our classrooms.

We are looking for a committed and passionate Teaching Assistant who wants to transform the lives of young people at Tor Bridge High School. You will be a key part of the adaptive provision team and a Learning Support Champion to a small group of students. You will need to be a patient individual with a passion to ensure that our most vulnerable students receive the support they need.

The successful candidate will provide practical support in the classroom to students with a range of barriers to learning. We would especially welcome applicants who have a knowledge and understanding of Autism and/or ADHD. There could be an opportunity in this role for a suitable candidate to develop a specialism as a HLTA.

Job Purpose:

Under the direction of the classroom teacher, post holder provides general support to staff and students, including the preparation and routine maintenance of curriculum resources and equipment.

To support a student with specific physical needs and provide personal care for the student as required.

Candidates should demonstrate the following skills and attributes:

- Excellent numeracy/literacy skills, including English and Maths GCSE at grades 9 to 4 or equivalent.
- Confident in the use of ICT (Microsoft Excel, Word & Outlook).
- Ability to communicate warmly, confidently and professionally with pupils, staff and parents.
- Knowledge of First Aid or willingness to be trained.
- Understanding of classroom roles and responsibilities and their role within these.
- Experience of working in a secondary school environment.

All applicants must be able to provide evidence of their Right to Work in the UK prior to commencement of employment. As part of our need to comply with UK immigration rules, you will be required to provide Home Office stipulated documentation prior to interview.

Key Details

Job title: Teaching Assistant

Location: Tor Bridge High, Miller Way, Plymouth

Salary: Grade C, range 5-7

Actual: £16,805 to £17,373

Hours: 30 hours per week X 40 weeks per annum

Closing date: 9am on Wednesday 19th June 2024

Interviews: Week commencing 24th June 2024

Required from: As soon as possible

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.

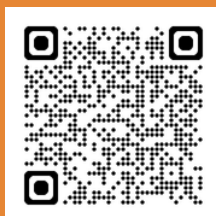


How to apply

If you would like an informal conversation about this role please contact Human Resources at TBH-HR@torbridge.net

Please choose an application form below and email it to: TBH-HR@torbridge.net

Click [here](#) for the Support Staff application form





Job Description

Main duties and responsibilities:

- Attend to the students' personal needs and implement related personal programmes including social, health, physical, hygiene, first aid and welfare matters.
- Prepare the classroom, as directed, for lessons, clear away afterwards and assist with the display of students' work.
- Provide support to the teacher in the management of students and in the management of the classroom.
- Provide support to students in respect of local and national learning strategies as directed by the teacher.
- Knowledge of education and care needs of children within relevant age group being taught.
- Knowledge of technology used in schools e.g., computers, photocopiers and videos.
- Understanding of classroom roles and responsibilities and their role within these.
- Assist with the supervision of students out of lesson times including before and after school and at lunchtimes.
- Support the teacher in managing student behaviour.
- Encourage students to interact with others and engage in activities led by the teacher.
- Prepare and maintain curriculum low value equipment and resources as directed by the teacher and assist students in their use.
- To contribute to the support programme to support students' needs.
- Provide assistance with student welfare and first aid issues e.g., look after sick students and liaise with parents/carers.
- May be required to demonstrate own tasks to new starters or less experienced members of staff.
- May be required to assist in the handling of small amounts of monies related to various school events, which is then passed on to other staff for processing.
- Post holder will be required to identify straightforward solutions to simple problems.
- Post holder will be advising and guiding the students on a daily basis.
- Effective written and oral communication skills required to liaise with students, other staff, and parents and outside agencies and professionals.
- Keyboarding skills required to support the use of ICT in learning activities.
- Post holder may be required to use specialist equipment/resources and aids to support individual students.

1-1 Support:

- To support a physically disabled student in accessing all areas of the curriculum.
- To provide personal care of a physically disabled student ensuring this is provided with compassion, care and empathy.

Health & Safety:

- Work within the requirements of the Academy's Health and Safety Policy, performance standards, safe systems of work and procedures.
- Provide First Aid as required and directed.

Other job requirements:

- Act at all times in accordance with appropriate legislation and regulations, codes of practice, the provisions of the Academy's constitution and its policies and procedures.
- To be active in your continued professional development and have an interest and ambition in improving their practice.
- Undertake other duties appropriate to the grade of the post.



Person Specification

Qualifications	Essential	Desirable
Minimum of GCSEs (or equivalent) from Grades 9 - 4 in English Language and Maths.	●	
Post 16 Level 3/'A' level qualification	●	
First Aid or willingness to be trained	●	
Degree (for candidates looking for pre-teaching experience)		●
Experience		
Working with children and young people	●	
A proven track record in working within the education sector		●
Skills and Knowledge		
Ability to use ICT and other specialist equipment/resources.	●	
Good emotional intelligence: ability to communicate effectively with colleagues and show empathy towards students	●	
Have excellent written and verbal communication skills.	●	
Ability to self-evaluate learning needs and actively seek learning opportunities	●	
Deal with confidential and/or sensitive information or issues	●	
Ability to operate within relevant policies/codes of practice and to develop awareness of relevant legislation	●	
Be able to create and maintain effective partnerships with staff, parents, carers, children and the wider school community.	●	
Ability to support the class teacher /SENDSCO in communicating with parents	●	
Commitment to working within the School's Safeguarding Policy and Procedures	●	
Personal		
Have a willingness to extend skills through appropriate training.	●	
Able to work using own initiative or as part of a team	●	
Able to remain calm and positive under pressure	●	
willingness to take part in professional development opportunities	●	
Commitment to high standards and expectations	●	

Tor Bridge High and the Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

Why work at Tor Bridge High?

Relationships & Culture

Building a positive culture underpins any successful school and we, therefore, work hard as a team to create a culture rooted in mutual respect, in which teachers can teach and students can learn. We believe that students should be Ready, Kind and Safe for learning and our Ten Habits of Excellence are explicitly taught through our pastoral curriculum.

At Tor Bridge High, we pride ourselves on setting the highest of standards for our students and we uphold these through positive relationships that are built on trust, kindness and safety. Staff are supported through a consistent and centralised behaviour system underpinned by a dedicated pastoral team.

Continuing Professional Development

At both Tor Bridge High and the Ted Wragg Trust, we invest in our staff as part of our Trust 'Grow Great People' strategy. We are committed to growing you into the best leader possible and believe that staff development is fundamental to building a highly ambitious and aspirational school. Moreover, we are proud to have a staff body who have high expectations for themselves and who model these to our students in order to create the same culture at all levels.

Staff are the most valuable asset within a school, thus, our second-to-none commitment to coaching encompasses both 'instructional coaching' for teaching and 'leadership coaching' to foster the development of our teams and the continuous improvement of our staff. At Tor Bridge High, there is a culture of feedback with an emphasis on self-reflection and impact. All staff receive personalised instructional coaching every two weeks.

We want to create dynamic and innovative teams where staff are learning collaboratively from one another; we encourage staff to seek these opportunities both internally and externally and to deliberately incorporate evidence-informed practice into their teaching to improve our school performance.

Growth & Development

We believe passionately that every student will succeed through an ambitious, broad and balanced curriculum that meets the needs of all students and through highly skilled adaptive teaching. Our curriculum is driven by academic rigour and powerful knowledge that prepares students for the rigours of future study and work. We are committed to celebrating diversity and inclusivity through our curriculum.

We have a centralised curriculum, collaborating across departments and other schools to both share resources and to avoid duplication and unnecessary work at all levels. We provide our curriculum teams with the autonomy to decide the very best curriculum to enable our learners to thrive and flourish. The centralised curriculum ensures that all students have an equity of experience and ensures that teachers are not burdened by daily planning; instead they can focus on adaptive teaching and meeting the needs of all learners, alongside reducing workload.

Community, Personal Development & Enrichment

Tor Bridge High is the heart of the community and therefore, we take pride in our responsibility to serving our local families through strengthening family and community engagement, and helping the community to access services and additional resources. We understand the social and economic challenges faced by the community and the impact these can have on our students and their families, and we believe that we have an important role to play in tackling inequality by working in close partnership with families and the wider community.

Education is not simply a collection of grades obtained at the end of examinations; education is about holistic growth and cultural development. We aim to accelerate the personal growth of all students by providing them access to a range of experiences that may not otherwise be available to them. This includes trips to theatres, galleries and concerts; residential trips that develop character; sporting opportunities; charity expeditions abroad and so much more. Further growing the breadth of extra-curricular activities is important to fulfilling our vision to ensure that every single child has access to culturally rich experiences.



Growing Great People

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford - Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.





Recruitment Pack

Thank you for your interest!

Ted
Wragg TRUST