



Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'



St. Andrew's
CE Primary School

1 to 1 Teaching Assistant

Working for the
Diocese of Salisbury Academy Trust



**Welcome to the Diocese of Salisbury Academy Trust (DSAT)
and thank you for your interest in working with us. The Trust is based at the
Diocesan Education Centre in the historic village of Wilton, located three miles
to the West of the mediaeval city of Salisbury.**

In this pack we have enclosed some interesting and useful information about the Trust, which works with thirteen academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Job Advert and how to apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

Application Form

To apply for the role you are required to complete an application form and return this to the academy or the Trust HR department (please read the instructions carefully) before the closing date. We do appreciate the time taken to complete the application form. Unfortunately CVs will not be accepted.

Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

Living and working in our Diocese

We have aimed to capture a brief overview of the rich social and cultural diversity across our beautiful area.





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Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.



'I can do everything through Christ, who gives me strength'



Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. At the start of the academic year 2015-16, the Trust has seven academies, six sponsored and one through voluntary conversion. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board, or Council as it was called then, was formed to support their work and to promote new schools. The Diocese today extends over 2000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. We work across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in our care. We are open to both church and non-church affiliated schools across the region.



Job Title	Teaching Assistant
Academy Name	St Peter's CE Primary Academy
Location	Salisbury SP2 9FL
Hours	School Hours, Term Time only
Contract Type	Permanent
Salary	£16,491 - £17,772 FTE
Pension	Negotiable, dependant on experience Local Government Pension Scheme
Child Care Vouchers	Available upon request
Contact	Gemma Kiddle office@dsat.org.uk
Closing Date	26 th April 2018
Interview Date/s	2 nd /3 rd May 2018
Start Date	1 st September 2018

St Andrew's CE Primary School is seeking an experienced, sympathetic and highly committed Teaching and Learning Assistant.

The role will be to work within a KS2 class, primarily supporting a child who has an Education Health Care Plan

The successful candidate will need to:

- Be flexible, enthusiastic and adaptable
- Have excellent interpersonal and communication skills
- Have experience and knowledge of working with pupils with challenging behaviour
- Have experience of pupils with ASD
- Have an NVQ Level 2 (minimum) in the field of Teaching and Learning, or equivalent and will be able to demonstrate a suitable level of English and Maths skills, equivalent to GCSE standard.

This is a fixed term appointments, which is dependent on the child remaining at the school.

Visits to the school are warmly welcomed.

Closing date for applications:

Interviews planned to take place on:

St Andrew's CE Primary School is committed to safeguarding and promoting the welfare of children and young people; this is a commitment which we expect all staff and volunteers to share. The successful candidate will be required to have a Disclosure and Barring Service check in line with the Governments safer recruitment guidelines.

This school values the diversity of our workforce and welcomes applications from all sectors of the community.

Job Description

Job Title: 1 to 1 Teaching Assistant	Grade: Dorset Grade 5
Reports To: Headteacher	Salary Range: £16,491 - £17,772 FTE
<p>Responsible for working across a varied range of responsibilities.</p> <p>The postholder will play an important role in supervising the activities of pupils during the teaching period and midday sessional break within the school, including both indoors and outdoors areas, ensuring a safe environment is maintained at all times.</p> <p>To assist the Headteacher/SENCO to promote pupils' academic, social and emotional development through the development and implementation of programmes of pupil work and support (individual and group) and in the provision of a stable, caring and supportive learning environment; to enable pupils to achieve their full learning potential and facilitate their personal, academic, social and moral development.</p> <p>There may be a Special Needs input to support pupils in activities. Support is both on a one to one basis and in groups, to pupils with disability, learning difficulties or behavioural problems. This may include pupils with a high learning ability ('gifted/talented').</p> <p>Main Duties:</p>	
1.	<ul style="list-style-type: none"> To support the teaching and learning processes.
2.	<ul style="list-style-type: none"> To assist the SENCO/Principal TA (PTA) in the assessment of pupil need and capability, and developing, implementing and managing predominantly individual pupil learning strategies aimed at the <ul style="list-style-type: none"> a. management of pupil learning and behaviour b. establishing and maintaining of relationships with the individual statemented/specified pupils in support of the pupil's learning activities c. continuous review and development of the postholder's professional practice/skills and competences inclusivity of pupils with identified SEN needs
3.	<ul style="list-style-type: none"> Under the guidance of direction of the teacher/SENCO/PTA:
4.	Develop, maintain and apply knowledge and understanding of identified pupils' specific learning needs. To ensure that support is given commensurate with the specified need of the pupil.
5.	<ul style="list-style-type: none"> Teaching support is delivered individually (and in groups) and continuously through a range of tasks, mainly: Supporting and directing literacy and numeracy tasks, clarifying and explaining instructions
7.	<ul style="list-style-type: none"> Focus support in areas needing improvement both academic and social/emotional.
8.	<ul style="list-style-type: none"> To support the use of ICT in the classroom and work with and support pupils to ensure they are able to use ICT and other specialist equipment to enhance their learning.
9.	<ul style="list-style-type: none"> Motivate and encourage pupils to concentrate on and fulfil the tasks set.
10.	<ul style="list-style-type: none"> Undertake learning activities with pupils of varying abilities to ensure differentiation and access to the curriculum.
11.	<ul style="list-style-type: none"> Seek to ensure the promotion and reinforcement of pupils' self-esteem, appropriate levels of effort and behaviour and to guide pupils to become independent learners.

12.	<ul style="list-style-type: none"> Contribute to the assessment of pupils' learning, in particular with regard to Literacy, Numeracy, Science and ICT skills.
13.	<ul style="list-style-type: none"> Contribute to the implementation of the National and/or Foundation Curriculum and specific individual pupil targets and/or group targets.
14.	<ul style="list-style-type: none"> To promote pupils academic, social and emotional development and assist teaching staff in the development of learning strategies, with the provision of teaching and learning resources and in the preparation and maintenance of a safe, secure and suitable learning environment.
15.	<ul style="list-style-type: none"> Promoting and safeguarding the welfare of children and young people in accordance with the school's safeguarding and child protection policy.

Person Specification

Key criteria	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> Education standard equating to GCSE grade C in English, Mathematics and Science or equivalent NVQ level 3 / Btec in Learning Support Essential qualification relevant to supporting the specified learning needs of the pupil(s) within the school. Experience of working with children in an educational setting 	<ul style="list-style-type: none"> Willingness to pursue further training
Knowledge & Understanding	<ul style="list-style-type: none"> Good standard of practical knowledge of learning support needs and ways of meeting these. Experience of working with children with a range of special educational and behavioural needs. 	<ul style="list-style-type: none"> Recent relevant experience Background knowledge of the Foundation and National Curriculum and School's procedures and policies. Knowledge of legislation and regulations applicable to the support and care of pupils
Skills and Abilities	<ul style="list-style-type: none"> Excellent organizational and communication skills. Able and committed to establishing good and productive working relationships with a range of people including pupils, parents and colleagues. Able to be flexible and respond to changing demands with a positive attitude. 	<ul style="list-style-type: none"> Where appropriate, to be prepared to undertake special skills training e.g. signing, to meet additional educational and communication needs.
Personal Attributes	<ul style="list-style-type: none"> A cheerful disposition and good sense of humour. Passionate about children's welfare and raising their aspirations. Committed to upholding the Christian ethos of the school Understanding of responsibilities in relation to safeguarding and promoting the welfare of Children and Young People 	<ul style="list-style-type: none"> Discretion, loyalty, commitment, patience, flexibility, firmness, Significant empathy with pupils who have additional or special educational needs.



Living and Working in Dorset

Dorset has such a varied range of great attractions there is certainly something to suit every taste. Dorset boasts some of the finest stately homes and gardens in the country and has a rich heritage with some stunning castles and forts that will transport you back to years gone by. For history buffs Dorset is a must. Home to some of the most intriguing museums, with collections from war time history, to the wonders of Dorset's Jurassic Coast. Not forgetting the younger members of the family, Dorset has some fabulous family attractions to entertain. From children's farms to steam trains and activity centres to high wire adventures, the children will be more than happy.

If you are after clear air, sweeping cliff walks, breathtaking views and snug little towns brimming with restaurants and shops to explore, Dorset is for you! Dorset is as multi-layered as the famous fossil flecked cliffs along its Jurassic Coast - a stunning stretch of shoreline that has been designated a Natural World Heritage Site by UNESCO due to its outstanding geological make-up. The charming countryside Dorset has to offer has been designated as an Area of Outstanding Natural Beauty and it is easy to see why.

There is more to Dorset than just fabulous scenery and magnificent coast - the history of this county is rich and vivid. How many areas do you know that can boast a huge naked chalk giant, England's first Natural World Heritage Site and Maiden Castle, the largest hillfort in Europe!!

All over Dorset there are charming market towns and tiny villages tucked into tranquil rurality. Each town has its own individuality, character and history to relate.

It is no wonder that the area has captivated film and TV makers from all over the world. Productions of all kinds have been filmed on location here, with Dorset's unspoilt countryside, dramatic coastline and spectacular historic houses and gardens being used as a backdrop to the action.

Dorset is also renowned for its year round events calendar holding some rather famous international festivals such as the Great Steam Fair and the Chalke Valley History Festival, that help to enhance its glowing reputation as a fantastic destination. From small local community events in some of Dorset's beautiful towns and villages, to large-scale festivals and seasonal events with turnouts in the thousands. If music and the arts are more your thing then keep your eye out for acts performing at Dorset festivals and concerts.

<http://www.visit-dorset.com/>