



## RECRUITMENT INFORMATION PACK

### **1:1 Teaching Assistant**

Willoughby Road Primary Academy  
Willoughby Road  
Scunthorpe  
North Lincs  
DN17 2NF

## **RECRUITMENT INFORMATION PACK**

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April 2018

Dear Candidate,

I am delighted that you have expressed an interest in the post of **1:1 Teaching Assistant** at Willoughby Road Primary Academy.

We are a Primary Academy which converted on 1<sup>st</sup> April 2014 with Delta Academies Trust as our sponsor. We formed from the merger of an Infant and Junior school and we are excited about our future. Children are at the heart of our work and we have a very committed staff group, who share a vision for enhancing the lives of all our pupils.

We serve a community where there are high levels of deprivation and we do have children with significant emotional need. However, we are proud of the progress our children are now making and their willingness and perseverance to try their best to achieve. They want to succeed and all of our team are committed to helping to fulfil the ambitions of our young people. Our school motto, "Together Everyone Achieves More", underpins the whole ethos at Willoughby Road.

We have placed a great emphasis upon widening opportunities for our children and have an extensive programme of extra-curricular activities.

We are looking for that special person who can inspire our children to reach for the stars. In return for your commitment to our journey we can offer you a wide range of CPD and opportunities for progression, within a positive and friendly working environment.

Should you wish to find out more about our school please contact me and I would be delighted to show you around our academy and I am sure that once you visit you will see just how great a place to work and grow Willoughby Road is.

Kindest regards and best wishes

Elaine Jupp

Head of Academy

## **INTRODUCTION**

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at [www.deltatrust.org.uk](http://www.deltatrust.org.uk)

## VISION AND VALUES

### VISION 'CHANGING LIVES'

#### Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

#### Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money.
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement.
5. Train and develop high quality teachers and staff.
6. To create a generation of young people who are socially and environmentally responsible.
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom.

### CORE VALUES

We will:

- Place children and pupils at the heart of everything we do.
- Place collaboration before competition, working with others for the betterment of all.
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives.
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty.
- Never to anything to the detriment of learners, staff or other stakeholders, in a neighbouring community.
- Adhere to the 'Seven Principles of Public Life'.
- Promote environmental awareness and protection locally, nationally and globally.

## **WHY WORK FOR DELTA ACADEMIES TRUST?**

Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.

You will work alongside professionals in a fast-paced and dynamic environment.

You will develop your skills alongside like-minded colleagues.

Delta academies work and collaborate as a family of schools. This provides colleagues with a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others, and seek further promotion as they take on responsibilities across academies or at a whole Trust level.

Career Development – Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.

Pension – Every employee of Delta Academies Trust has access to a pension scheme.

There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

## THE APPLICATION PROCESS

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at [www.deltatrust.org.uk](http://www.deltatrust.org.uk)

Completed applications should be returned to [jobsseast@deltatrust.org.uk](mailto:jobsseast@deltatrust.org.uk) or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

### Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

## **1:1 TEACHING ASSISTANT WILLOUGHBY ROAD PRIMARY ACADEMY**

**Grade C pt. 12 – 16  
(£16,123 - £17,419 FTE)**

**Permanent / Part Time / Term Time Only  
Hours: 20 per week**

**Required as soon as possible**

We are seeking to appoint a friendly and enthusiastic 1:1 Teaching Assistant to join our academy as soon as possible, to support a child with an educational health care plan on a one to one basis. Previous experience of working with students with similar needs would be advantageous. We would especially welcome applications from anyone with speech and language training.

The successful candidates should have:-

- Good levels of Literacy and Numeracy
- A variety of communication skills to respond to the needs of the child
- Enthusiasm, patience and a calm firm manner
- A commitment to improving children's learning
- Willing to go the extra mile for the children in their care

The ideal candidates will be enthusiastic, conscientious, talented and caring. This person must have a professional approach to their work, joining our committed staff at our well established active academy.

Visits to the academy are warmly welcome through appointment at the academy on 01724 842608.

**Closing Date: Friday 20<sup>th</sup> April 2018 at 12 noon**

An application pack can be downloaded from [recruitment.deltatrust.org.uk](http://recruitment.deltatrust.org.uk)  
or by contacting our recruitment team on 0345 196 0095  
or email [jobseast@deltatrust.org.uk](mailto:jobseast@deltatrust.org.uk)

Delta Academies Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure.

## **JOB DESCRIPTION**

**POST TITLE: 1:1 TEACHING ASSISTANT**  
**SALARY: GRADE C PT. 12 - 16**  
**REPORTING TO: SLT LINE MANAGER**

### **Job Purpose:**

To work under the direct instruction of teacher/support staff, usually in a classroom with the teacher, to support access to learning for pupils and provide general support to the teacher in the management of pupils and the classroom.

### **Duties:**

#### **Support the pupil by:**

- Undertaking the activities with either individuals or groups of children to ensure their safety and facilitate their physical, emotional and educational development.
- Carrying out pre-determined educational activities and work programmes whilst promoting independent learning.
- Working to establish a supportive relationship with the children and parents concerned.
- Encouraging acceptance and inclusion of the child with special needs.
- Promoting and reinforcing the child's self-esteem.

#### **Support the Teacher by:**

- Monitoring individual children's needs and reporting these to their designated supervisor as appropriate.
- Keep such records of the children's development as are required by the Academy.
- Assisting teaching staff in the planning of work programmes for individuals and groups of children.
- Provide support to the teacher in the delivery of local and national teaching strategies.
- Supporting teaching staff in the carrying out of home visits.
- Assisting the teaching staff in the smooth transition between educational phases.

#### **Support the Academy by:**

- Being aware of the Academy's policies and procedures
- Being aware of confidential issues to home/pupil/teacher/school work and to keep confidence as appropriate.

#### **Any special conditions of service**

- There is a requirement to undergo an enhanced DBS check
- Term time working
- There may be a need occasionally to work outside of normal academy hours and/or off premises following appropriate consultation and notice.

To undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation.

This job description may be subject to change, following consultation between the post holder and the Academy.

### PERSON SPECIFICATION

KNOWLEDGE/QUALIFICATIONS	Ess	Des	MOA
Working with or caring for children of relevant age		*	A/I
Understanding classroom roles and responsibilities and your own position within these		*	A/I
A good standard of education particularly in Maths and English	*		A/C
To be aware of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection	*		A/I
Appropriate knowledge of first aid		*	A
Completion of DfES Teacher Assistant Induction Programme or equivalent		*	A/C
Participate in development and training opportunities	*		A/I
EXPERIENCE			
Previous experience of working with young people preferably in a school setting		*	A/I
SKILLS			
Good communication skills both oral and written	*		A/I/R
Use basic technology – computer, video, photocopier	*		A/I
Ability to build positive relationships with all stakeholders	*		A/I
Ability to work constructively as part of a team	*		A/I/R
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Commitment to self and team development	*		A/I
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
A professional responsibility to promote and safeguard the welfare of children and young people	*		A/I
The post holder will require an enhanced DBS	*		C

**Key:** MOA= Method of Assessment, Ess= Essential, Des= Desirable, A= Application, I= Interview, and assessment, R = Reference, C= Certificate