

BURY GRAMMAR
SCHOOLS

TEACHING
ASSISTANT -
SEND

APPLICATION
PACK

JULY 2018



Bury Grammar Schools

The Bury Grammar Schools are a family of independent, selective, day schools for girls and boys aged 3 to 18, which combines a strong tradition of academic excellence with the best of modern educational practice. The Schools are situated in the heart of Bury and are widely recognised as one of the top independent schools in the North West of England. In all, there are five Schools in the Bury Grammar Schools Foundation; a Senior Girls' School, a Senior Boys' School, a Junior Girls' School, a Junior Boys' School and a co-educational Infant School and Nursery. Currently there are over 1,300 girls and boys on roll, most living in the town of Bury, its suburbs and the surrounding area of North Manchester, including towns such as Bolton and Rochdale.

Exam results are very strong. In 2017 a truly impressive 65% of Bury Grammar School Girls GCSE grades were at the coveted A*/A level, and an amazing 90% of grades were at A*-B. They also say a 100% pass at A Level examinations; 28% of grades were at the elite A/A* level, 64% of grades were at A* to B. In the Boys School they are also celebrating another successful year of GCSE results with a phenomenal 44% of grades at the coveted A/A* level. In A-levels they also excelled with a stunning 45% of grades at A*/A (set against a national average of 26%) and 71% of grades at A* - B

Both schools have been rated as Excellent by the Independent Schools Inspectorate and are proud of the outstanding standard of education provided.

As an employer we are focused on creating an outstanding place for all our staff to work so that we can attract, retain and engage talented individuals, who have a desire to transform the lives of others.

More information regarding the Schools and their history can be found on our website at www.burygrammar.com

Our Facilities

The Bury Grammar Schools date back to 1570 but the current campus was established in 1903. The Schools later expanded in the 1950s and 1960s when a new Boys' School was constructed and since then several fantastic new buildings have been added across the campus, the most recent being a brand new joint Sixth Form Centre which was opened in November 2014 and Boys' Sports Complex which opened in September 2016. We continually strive to improve our facilities and give our staff and pupils the best possible environment to work and learn in.



The Post

You will be a member of the SEND team supporting a pupil with visual impairment. All responsibilities and duties to be undertaken at the direction of, and in conjunction with teaching staff and the Head of Learning Support.

You will have experience of working with young people with Special Education Needs. e.g. general learning difficulties, specific learning difficulties, physical needs, emotional needs, language needs in a senior school. You will possess excellent interpersonal and communication skills, be highly organised and have a flexible attitude to work,



Salary and Benefits

The salary for the post will be £6,011 per annum. The position is a part time role and the hours of work are 15 hours per week Monday to Friday. It is expected you will be required to work each day, exact times to be determined by the needs of the pupil.

- All individuals who join Bury Grammar Schools will automatically become members of our Pension Scheme unless they decide to opt out of the Scheme. The employee contribution will be a contribution of 5% which is matched by Bury Grammar Schools
- Childcare voucher scheme
- Free use of after school club for children who are pupils at the Schools between set times.

- Daily lunch allowance at the School canteen.
- Free parking on-site
- Training and Development Opportunities will be offered.
- Holidays: 22 days plus 8 statutory days pro-rata'd for part time staff

Guidance Notes for Applicants

We advise you to read carefully all available information for this job before you start completing the application form. This pack includes a job description and a person specification which details the skills, qualifications and experience which are required for the job.

All shortlisting decisions will be based initially on essential criteria. We interview those candidates who are the closest match to the identified criteria.

Rehabilitation of Offenders/ Disclosure and Barring Service

A criminal conviction will not necessarily be a bar to employment. The Bury Grammar Schools (BGS) comply with the Disclosure and Barring Service's Code of Practice and will consider the suitability of all applicants on merit and ability.

The Rehabilitation of Offenders Act 1974 entitles people who have been convicted of a criminal offence carrying a sentence of up to 30 months' imprisonment and who have completed the appropriate period of rehabilitation to regard their conviction as 'spent'. 'Spent convictions' can then be regarded as never having occurred.

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, however, exempts certain types of employment such as working in a school from the provisions of the Act. In addition, the Police Act 1997 requires Police checks for all posts that come into contact with under 18s and vulnerable adults on a regular basis. Appointment to this post will require the post holder to undergo checks by the Disclosure and Barring Service before commencing any duties which could bring them into contact with children.

Any information disclosed will be kept in strict confidence and used only in consideration of your suitability for the job for which you are applying. If you fail to disclose relevant information requested at any stage of the recruitment process, then your employment could be subject to withdrawal of contract, dismissal or disciplinary action in accordance with Bury Grammar Schools policies.

Application Form

Please complete all sections of the application form. If a section does not apply to you, please just write 'not applicable' in the box.

Incomplete forms and CVs sent without an accompanying completed form will not be accepted.

Applications for the role will only be accepted from those who complete application forms. CVs will not be accepted in substitution for completed application forms.

If you need to attach a continuation sheet to any section, please ensure that your full name is included at the top of the page. NB: If you are planning to submit your application electronically, all documents, including any attachments, must be sent in Microsoft Word format.

Evidence of permission to work in UK

Prior to being permitted to commence employment with BGS, you will be required to produce documentary evidence of permission to work in the United Kingdom. You could provide, for example, either a British passport or a passport or National Identity Card from an EEA Country or Switzerland; alternatively, a document showing your permanent UK National Insurance Number and your full UK Birth Certificate.

A full list of acceptable documentary evidence is available on request. Original documents must be seen before you start working for BGS.

For further information, please refer to the Home Office website www.bia.homeoffice.gov.uk.

Useful information on living and working in the UK can be found at www.britishcouncil.org/eumobility

Employment

Please give us details of your complete work history since leaving school/tertiary education. This should include information on your current and past employers, job title, dates employed and salary. Please explain any breaks in employment when detailing your full work history.

In your accompanying letter, you need to demonstrate clearly how your experience, knowledge, skills and abilities match those required in the job, as detailed in the Person Specification. Where possible you should give examples of when you have used specific skills and abilities or needed to develop competencies in the relevant areas. You can draw on elements from any aspect of your life, such as education, work, home or community life, as long as you focus on its relevance in comparison to the needs of this job.

References

Please give details of 2 referees who can comment on your suitability to do this job. At least one reference must be from your current or latest employer and your references must cover your last three years of employment. It is BGS policy to request references prior to interview. If you do not wish for your current or latest employer to be contacted before the interview, then please make this clear on the application form. BGS reserves the right to contact your current or latest employer following the interview and prior to offering a contract of employment.

In providing the names of referees, you are agreeing that the Bury Grammar Schools may ask their opinions on your character in relation to this application. These opinions, given in trust, will remain confidential.

General

If you do not receive an invitation to interview within four weeks of the closing date, then you may assume that your application has been unsuccessful.

By signing and returning our application form you consent to Bury Grammar Schools using and keeping information about you provided by you, or by third parties such as referees, relating to your application or future employment. In the case of unsuccessful candidates this information will be retained for six months from the closing date. Information provided by successful candidates will be transferred to their personnel file.

How will we keep your information secure?

Personal and Monitoring information is treated as strictly confidential and will be dealt with in accordance with the Data Protection Act (1998) and our Data Protection Policy.

Whom can I contact if I need help in completing the form?

Please contact us on email: vacancies@burygrammar.com

Please send your completed application by email to: vacancies@burygrammar.com

Closing date for applications: Friday 27th July at noon

Safer Recruitment

The Bury Grammar Schools operate an equal opportunities policy, and are committed to safer recruitment and safeguarding pupils. Any appointment will be subject to successful DBS clearance, satisfactory references and confirmation of medical fitness for the post.

Thank you for your interest in a role at Bury Grammar Schools.



Job Description

Job Title: Teaching Assistant

Reporting to: Head of Learning Support

Hours of Work: 15 hours per week term time only- Monday to Friday. Times to be arranged based on the needs of the pupil.

Purpose of the role:

- To be a member of the SEND team supporting a pupil with visual impairment. All responsibilities and duties to be undertaken at the direction of, and in conjunction with teaching staff and the Head of Learning Support

Duties to include:

- Informing staff of student's needs.
- Advising subject teachers in adopting appropriate teaching methods to support SEND student.
- Ensuring student can effectively access their learning by simplifying or presenting work in a range of different ways that are accessible to the student.
- Provide intervention and implement strategies where necessary.
- Assisting student to attend lessons punctually and prepared to learn.
- Providing and, as appropriate, developing additional resources, models or images to assist students with their learning.
- Familiarising yourself with and becoming proficient in using websites designed to help visually impaired pupils.
- Assisting student in some lessons where they may otherwise struggle to access the curriculum e.g. PE, Food technology.
- Supporting, and in some instances implementing, individual pupil programmes e.g. literacy, numeracy (after suitable training).
- Assisting the pupil to use technology (personal i-pad) to assist their learning.
- Escorting pupil to the lunch hall.
- Supporting the whole school system of monitoring SEND student progress.
- Acting as a key worker for the SEND student.
- Attending training and relevant meetings as agreed with line manager.
- Supporting school staff in the implementation of school rules.
- Acting at all times in accordance with all school policies and to provide a professional role model for students, parents and other staff.

General Duties:

- Work flexibly to meet the Schools requirements including on occasions working in other departments as directed by your manager.
- Comply with all School policies and procedures. Within these boundaries, staff are expected to use initiative to resolve problems and address issues.
- Ensure the quality standards and performance measures applying to your area of work are met and facilitate continuous improvements in all aspects of the post.
- Maintain a safe environment by working within Health & Safety guidelines and being aware of your responsibilities for health and safety.
- Value diversity and promote equal opportunities.
- Comply with GDPR and data protection legislation and relevant policies and procedures where applicable.
- Participate in appraisal activities as required. Undertake further training as needed to ensure up to date knowledge and implementation of best practice.
- All Bury Grammar Schools' employees are expected to act as ambassadors for the Schools and promote the Schools and its services positively as well as behave in a manner consistent with the Schools' Values at all times.
- Undertake any other duties and tasks appropriate to the grade and character of work as may reasonably be required.

The details contained in this job description reflect the content of the job at the date the job description was prepared. However, over time, the nature of individual jobs inevitably change; existing duties may be lost and other duties gained without changing the general character of the duties or the level of responsibility entailed. Consequently, the Schools will expect to revise this job description from time to time and will consult with the job holder in so doing.

Person Specification

	Selection Criteria Essential
Education	<ul style="list-style-type: none"> • Demonstrable levels of numeracy and literacy equivalent to at least GCSE (levels A* - C) or NVQ Level 2
Experience	<ul style="list-style-type: none"> • Experience of working with young people with Special Education Needs. e.g. general learning difficulties, specific learning difficulties, physical needs, emotional needs, language needs in a senior school
Skills & Abilities	<ul style="list-style-type: none"> • Resilience and the ability to remain calm under pressure. • Excellent interpersonal and communication skills • Effective organisational skills and ability to prioritise own workload.

	<ul style="list-style-type: none"> • A keen and flexible attitude to work. • Ability to work well as part of a team. • Track record of excellent punctuality and attendance at work. • Creative and the ability to be innovative in finding solutions • Good knowledge of IT skills • Enthusiasm and energy • The ability to think reflectively • A commitment to professional, personal and social development of self and others • The ability to meet deadlines • A sense of humour
Knowledge	<ul style="list-style-type: none"> • A good knowledge of educational issues
Work circumstances	<ul style="list-style-type: none"> • The ability to work flexibly over the schools working day and week to support a specific pupil with their needs.