

Teaching Assistant

Based at Beal High School – IG4 5LP

32.5 hours per week, 44.8 weeks per year

LBR Scale Grade 3 Scale point 5-6, £ 27, 030 - £ 27, 438 per annum dependent on experience

(£20,966.88 - £21,283.37 at pro rata value)

Benefits Include:

- Benenden Private Healthcare - as a taxable benefit – responsive medical care which may be extended to include family and friends
- Generous leave for full-time support staff
- Two weeks' full pay paternity leave
- Retained STPCD 2012 including automatic main scale progression for teaching staff
- 16% PPA minimum for teaching staff
- Access to Teachers or Local Government Pension scheme
- Busy Beacons - Access to an on-site, non-profit, term time only nursery for school staff (opening 2023-24)
- Staff forum
- A focus on staff well-being and welfare – Carnegie Gold Mental Health Award status
- 24/7 Employee Assistance Programme – 365 days a year helpline and additional support with legal, financial advice and counselling
- Investment in training and professional development including NPQs
- A range of career opportunities across the Trust
- Free access to a fully fitted on-site fitness suite on both campuses
- Electric vehicle charging points
- Cycle to work shower facilities
- Team building and sports events to build cohesion and BMAT community
- Winter well-being holiday
- Free on-site parking
- Free hot drinks
- Access to 'Beacon Bargains' our online swap shop for staff to give away, sell and swap items between them

Beacon Academy Trust are currently seeking to appoint a dynamic and inspirational Teaching Assistant

Enhanced DBS (with list checks) is required for this post.

The below documents must be read prior to applying for this role and will be factored into interviews:

[Keeping Children Safe in Education](#)

[BMAT – Safeguarding and Child Protection Policy](#)

Further information and an application form can be found at <https://nelta.co.uk/vacancies/>

Please forward your electronic applications to recruitment@beaconacademytrust.co.uk

We are pleased to announce that Beacon Multi Academy Trust will be working alongside [Benenden Healthcare](#) in offering a Healthcare Plan to its employees. There is no obligation to opt into the healthcare plan, it is just part of our ongoing priority to support staff wellbeing across the Trust.

Please note we reserve the right to close or extend this position depending on application numbers, therefore we would urge candidates to submit an application as soon as possible.



Overall Responsibilities

To support an inclusive culture of high expectations working with our most vulnerable students across a specific year team in the school, ensuring that all students achieve their full potential and make above expected progress.

General Duties and Responsibilities

Line Management:

Teaching Assistants may receive direction from any of the following people – Head of Department, Class Teachers, the SENCo's or senior leadership team.

Purpose of the job

- To work with and support individuals and small groups of students on activities as directed by teachers both within school or the local community.
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Supporting the student

- To actively seek to develop an understanding of the specific needs and targets of the students.
- To establish a supportive relationship with the students.
- To encourage acceptance of the student within the context of integration.
- To develop methods of promoting and reinforcing student's confidence and self-esteem.
- To promote the independent learning of students as much as possible and diminish adult reliance
- Supervising students at break and lunch times on a rota basis.

Supporting Teachers and other professionals

- To assist the teacher in the development of a suitable programme of education and support for the students within other departments.
- To show initiative in preparation of appropriate lesson materials and resources.
- To contribute to annual reviews in writing and attend the meeting if requested.
- Assist mainstream teachers on understanding a pupil's needs and the appropriate differentiation.
- Assist teachers in the preparation and maintenance of classroom and corridor displays.

Supporting the Department

- To develop and foster a positive relationship between the student's home and school.
- To liaise, advise and consult with other members of the EAL team, mainstream teachers and outside professionals in support of the students.
- To attend relevant in-service training, EAL team meetings, departmental meetings and whole school staff meetings as required.
- To be aware of and follow EAL and whole school procedures / policies.

The above-mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change.

The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post.



| Person Specification | | | | |
|---|--------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Essential (E) Desirable (D) | App Fm | Intv w | Ref |
| Qualifications | | | | |
| NVQ 3 or equivalent qualification | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Qualification at Level 2 (Grade C or above) in English, Maths and Science | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| ICT skills and knowledge of other specialist equipment/resources. | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Knowledge / Skills / Experience | | | | |
| Relevant knowledge and demonstrable experience of young people with special educational needs or autism | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Able to work effectively in a team and contribute to its success | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Good written English and effective communication skills | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Knowledge or experience of Autism and Asperger Syndrome | D | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Attributes | | | | |
| Reliable, respectful, responsible & conscientious approach | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Flexibility to deal with diverse needs of the post | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Establish and maintain appropriate relationships | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| High level of initiative and ability to work independently | E | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <p>BMAT is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.</p> <p>Enhanced DBS Disclosure is required for this post.</p> | | | | |

