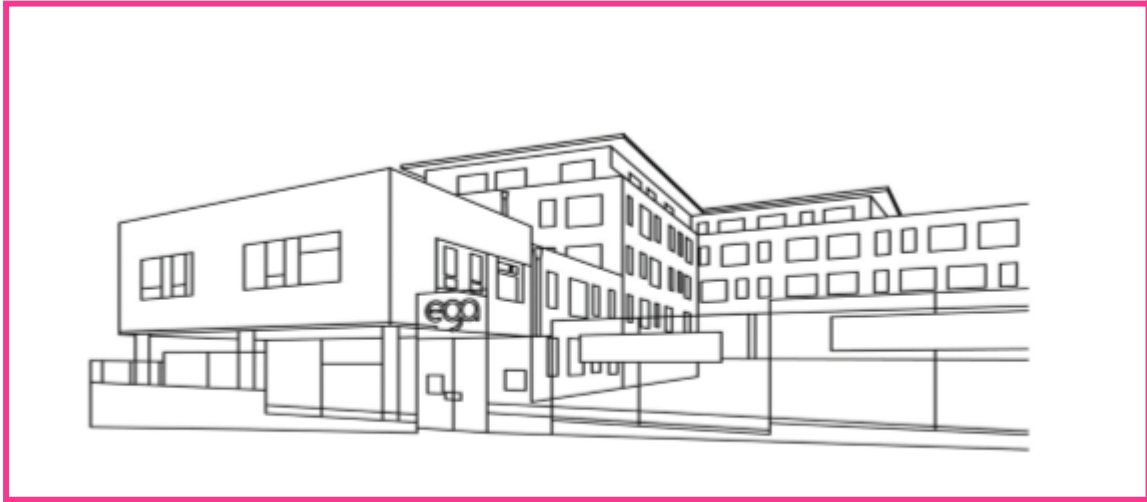




Believe Without Limits



Teaching Assistant Level 1



Believe Without Limits

“EGA - a school without limits”

Students leave EGA having achieved more than they ever believed possible. Through our broad-based curriculum and strong pastoral care, we equip students with the knowledge, skills and confidence to achieve both academically and personally.

Our success can be seen in the ambitious, kind and compassionate life-long learners that make up our rich, varied and diverse community of young people.

Our longstanding commitment to excellence is demonstrated by our fourth consecutive Outstanding Ofsted inspection in January 2025.





Believe Without Limits



Headteacher's Message

Thank you for your interest in this position. Elizabeth Garrett Anderson School (EGA) is a highly successful community school located in North London. It is held in high regard locally, nationally and internationally. The school is committed to a journey of continuous improvement and works alongside other schools as well as with partners and relationships beyond Islington, to ensure we are at the forefront of educational thinking and research.

Working at EGA is exceptionally rewarding. Many of our students experience disadvantages, but students of all abilities make outstanding progress and leave school with the qualifications and the self belief to help them build a successful future. We believe that academic success, kind and consistent pastoral care and outstanding character education are all essential to students' experiences at school and we expect all staff who work here to be committed to each of these areas of work.

Our expectations are extremely high both for students and staff and we work hard to continually improve our practice. Many staff are promoted internally and we are committed to providing outstanding quality professional development for all our staff through a range of high quality school based training sessions, coaching and appraisal. Colleagues who embrace the EGA ethos will have a wealth of opportunities to develop their career here or elsewhere when they are ready to take the next career step.

I really hope that, having learnt more about our school, you will decide to apply for this post. If you are successful in your application, you will be joining a school where the students thrive, the staff are greatly valued and everyone has the chance to shine.

Sarah Beagley
Headteacher



Believe Without Limits

Why work at EGA?

At EGA, we don't believe in limits. We are looking for a leader who sees the potential in every child and has the strategic grit to ensure that all students are empowered to succeed. As a Deputy Headteacher, you will benefit from a culture that prioritises professional longevity and personal wellbeing. We offer a comprehensive suite of benefits designed to support your financial health, physical well-being, and work-life balance.

Workload & Well-being

- Workload & Well-being Charter: Our commitment to you is underpinned by a formal charter, agreed upon with staff and informed by an annual survey.
- Employee Assistance Programme: 24/7 access to free, confidential, and independent support, including 1-to-1 counselling sessions.
- Occupational Health: Direct access to specialist practitioners to promote and maintain your health and well-being at work.

Financial Support & Remuneration

- Inner London Pay: We offer competitive Inner London salary weighting to reward our staff.
- Interest-Free Season Ticket Loan: Access to an interest-free loan of up to £10,000 for annual travel cards, repayable over 10 months.
- Welfare Loan: In times of genuine domestic difficulty or financial hardship, staff can request a loan of up to £1,000.
- Long Service Awards: We celebrate loyalty by rewarding staff with 20 or 25 years of continuous service in Islington or local government.

Health & Technology

- Better Gym Membership: Access to a highly competitive membership rate for all 280 GLL (Better) leisure centres nationwide, repayable over 10 months.
- CycleScheme: Purchase a bike and equipment via a tax-saving lease arrangement over 12 months
- Tech Scheme: A salary sacrifice benefit to obtain the latest technology from Currys PC World, spreading the cost over 12 months.
- Staff Laptop: All teaching staff are provided with a dedicated laptop for use on-site or at home.
- Eye Care: Free eye tests for staff who use display screen equipment for more than two hours a day.



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Teaching Assistant (Level 1)

Salary Grade: Scale 3 (Spine Point 5 to 7)

Salary Range: £31,086.00 - £31,980.00 per annum

Actual Salary: £28,122.36—£29,879.87 pro-rata

Hours per week: 35hrs

1 year fixed term in the first instance (term time only)

SEND Faculty

We require a Teaching Assistant to join our strong, vibrant Learning Support team at this popular and successful, large, diverse, inner city girls community school. You will need to be competent in literacy and numeracy, have good communication skills and experience of working with young people aged between 11 – 16 years. We believe that children, whatever their starting point and whatever their learning needs, should be supported to achieve their potential. We are looking for someone who shares that ambition, is keen to understand barriers to learning and wants to work to remove them.

You can also visit www.egaschool.co.uk for more information about the school

Closing date: Monday 27th April 2026 9am

Interviews: WC 27th April 2026

EGA operates in line with **KCSIE 2025** safer recruitment practices.

Please expect high levels of scrutiny, including enhanced DBS checks and thorough reference verification. The school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence. Appointments are subject to satisfactory references being obtained, and an enhanced disclosure and barring service (DBS) check. New members of staff cannot start their positions until these documents are in place.

Please follow link for our school safeguarding policy

<https://www.egaschool.co.uk/258/policies>

Recruitment Process

Applications will be considered as they are received by the school and candidates may be invited to interview at any stage. Early applications are warmly encouraged.

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against this criteria, you will then be invited to attend the first day of tasks. Details will be made available when selected.

School Visits

School visits in advance of application are highly recommended and can be requested by emailing admin@egas.org.uk



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Special Requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing admin@egas.org.uk

References

We will obtain references from your referees if you are successful for the interview. In order to prevent delays, please ensure that the reference section of the application form is accurate and completed in full.

Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.



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Job Description

Post title: Teaching Assistant Level 1

Salary: Scale 3

Working hours: 35 hours per week, term time only

Reporting to: SENDCO

Responsible for: Providing support with students learning and welfare both in and outside of the classroom.

Purpose of the post:

- To support teachers and the school in order to raise standards of achievement for all students, especially those with additional needs.
- To support students with additional needs in mainstream lessons.
- To encourage students to become independent learners, to provide support for their welfare, and to support the inclusion of students in all aspects of school life.

Classroom and learning responsibilities:

- Work as part of the SEN team under the direction of the Assistant Headteacher/ SLT/SENCO/Learning Support Curriculum Lead and Class Teachers to support teaching provision and students learning
- Under the guidance of the class teacher, work with individual students and groups of students in class to help them to learn and make progress from their starting points.
- At the direction of the Class Teacher, help to organise classroom activities, and prepare resources.
- Support the programmes for teaching literacy and numeracy and assist students to access the full curriculum.
- Provide support for students' emotional and social development by encouraging and modelling positive behaviour, and dealing with disruption as agreed in the school's Behaviour Policy.
- Ensure the physical welfare of students and assist students with their physical needs as appropriate and agreed.
- Communicate and liaise with other members of school staff in order to ensure the most effective provision for students' academic, emotional and social development.
- Supervise students in the playground and organise break/lunch activities.
- Attend outings with students in accordance with school policies and safety guidelines,
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- providing assistance with students' care and welfare and with the learning activities undertaken.
- Undertake any other reasonable duties from time to time as may be directed by the Headteacher or his/her nominee.



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Wider responsibilities:

- Be aware of key school plans, policies and procedures, especially those relating to Health and Safety Procedures, Child Protection Procedures, GDPR and Equality.
- Take part in performance/appraisal management in order to identify and agree development and training needs.
- Within your contracted hours, undertake induction training and other training as identified during the performance/appraisal management process, as may be required to enable you to provide the school with effective support.
- Within your contracted hours, attend staff meetings as required.
- Be aware of the learning and physical needs of the students you support.
- Respect the confidentiality of student information and respond sensitively to student's needs.
- Undertake first aid training and administer first aid as required, supporting the administration of prescribed medication in accordance with school policy and guidelines.
- Promote the safeguarding of children.

Personal responsibilities:

- Intimate care of a key student (when needed)
- Be first aid trained and provide first aid
- This job description is only a summary and cannot encompass every task. All employees are expected to undertake other responsibilities as directed by their line manager.



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Person Specification

E = Essential D = desirable

The person specification sets out the criteria to be used to determine whether an individual is likely to be able to undertake the duties in the job description.

Education, experience and abilities:

1. Demonstrable levels of numeracy and literacy equivalent to GCSE grade A-C, or by test **(E)**
2. Willingness to attend induction training and other training as appropriate and relevant to the post **(E)**
3. Willingness to attend other school training sessions **(E)**
4. Experience of working with children, either in a paid or unpaid capacity, preferably in an educational setting **(D)**
5. Other recognised qualification at level 3 **(E)**
6. Educated to degree level if desirable **(D)**
Ability to form and maintain appropriate professional relationships and personal boundaries with children and young people **(E)**
7. Ability and willingness to work as part of a team **(E)**
8. Ability to supervise students effectively both in and out of school in line with the school's behaviour policy **(E)**
9. Ability to communicate effectively with a range of people **(E)**
10. Ability to organise classroom activities e.g. preparing and setting out resources and implementing strategies for T&L under direction **(E)**
11. Ability to deal with sensitive information in a confidential manner **(E)**
12. Good working knowledge of a range of software packages including g-suite, Microsoft and gmail **(E)**
13. Knowledge of the requirements of effective literacy and numeracy strategies **(E)**
14. A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service **(E)**
15. A commitment to deliver services within the framework of the school's equalities policy **(E)**
16. Commitment to work within the scope of school policies and procedures **(E)**
17. Awareness and understanding of safeguarding risks to students and staff responsibilities **(E)**
18. Trained in intimate care or the willingness to undertake training in this area **(E)**
19. First Aid trained or the willingness to undertake training in this area **(E)**
20. Experience using ARBOR MIS **(D)**

*Elizabeth Garrett Anderson School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. **This position is subject to enhanced Disclosure and Barring Service clearance.***



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Person Specification

E = Essential D = desirable

Qualifications and training:

1. Qualification in the field of administration (D)
2. Level 2 qualification in English and Mathematics (E)
3. First Aid training or the willingness to undertake training in this area (E)
4. Safeguarding and Child Protection Training or the willingness to undertake training in this area (E)

Knowledge and experience:

1. Experience of working in a school setting (D)
2. Experience of working in an office environment (D)
3. Good working knowledge of a range of software packages including SIMs, Microsoft and Google packages (E)
4. Good ICT skills (E)

Personal skills and qualities:

1. Excellent written and verbal communication skills (E)
2. Ability to work to deadlines and prioritise effectively (E)
3. Ability to work on your own initiative and as part of a team (E)
4. Willingness to work flexible hours when required (D)

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Why work at EGA?



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- **A workload and wellbeing charter** agreed in conjunction with staff and underpinned by an annual staff survey.
- **Gym Membership scheme** - An annual membership for all the 280 leisure centres across the country managed by GLL (Better). This is offered at a very competitive cost and repaid over 10 months
- **Cyclescheme** - Allows staff to purchase a bike and equipment through a lease arrangement, repaid over 12 months allowing for a monthly tax saving.
- **Free Eye Test** - Available to users who use display screen equipment for more than 2 hours a day
- **Employee Assistance Programme** - free confidential and independent support to help staff balance their work, family and personal lives. Support is available via phone, online and through 1 to 1 Counselling sessions.
- **Occupational Health** - aims to promote and maintain the health and well-being of employees to ensure staff have access to specialist occupational health practitioners and services
- **Inner London pay** - Being in the heart of London, Islington schools offer inner London pay, a competitive way to reward employees who work with us.
- **Staff Laptop** - all teaching staff are provided with a laptop to use on site or at home.
- **Tech scheme** - A salary sacrifice benefit that allows employees to get technology from Currys PC World and spread the cost over 12 months.
- **Season ticket loan** - An interest free season ticket loan allows employees to buy an annual travel card for up to £10,000. The loan is recovered over 10 monthly instalments.
- **Welfare loan** - There may be times when staff experience financial hardship and we aim to help these employees overcome genuine domestic difficulties. Staff can request a loan of up to £1,000, which is to be paid over a 12 month period.
- **Long Service Award** - rewarding staff with 20 or 25 years continuous service in Islington or local government.



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Selection Process and additional information

Recruitment Process

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Safeguarding

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