



RECRUITMENT INFORMATION PACK

1:1 Teaching Assistant

East Garforth Primary Academy
Aberford Road
East Garforth
Leeds
LS25 2HF

RECRUITMENT INFORMATION PACK

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November 2017

Dear Applicant

Thank you for expressing your interest in working at East Garforth Primary Academy.

The school is situated in the East of Leeds in the community of Garforth and works in partnership with Delta Academy Trust, an educational charity that has a proven track record of securing transformational change and sustainable school improvement.

The school converted to Academy status in September 2013 and is now into the next stage of its development.

It is our mission to offer every child a high quality education in a supportive, safe and challenging environment in which they feel valued and are inspired to become life-long learners who aim to 'be the best they can be'.

Our organisation reflects the above ethos throughout the school and thus we are looking for staff members who are committed and dedicated to improving outcomes for pupils, staff and all stakeholders. In addition we are looking for those who can integrate and work in collaboration with others as we place teamwork as a value of the highest importance.

If you feel that you share our vision and can be part of our exciting journey as we move forward then we would like to hear from you.

Rachael Binns
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**

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 students 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 do 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 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

Completed applications should be returned to jobswest@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
Temporary for 1 year in the first instance
33.50 hours per week/ Term time only
To Start 1st January 2018
Grade C, pt 12-16, £16123 to £17419 pro rata

We are seeking to appoint a 1:1 Teaching Assistants to start from 1st January 2018.

The successful applicant will have excellent numeracy and literacy skills, GCSE at C+ or equivalent in Maths and English would be essential, with the ability to support pupils across the whole curriculum

Closing Date: Wednesday 13th December 2017

An application pack can be downloaded from
www.recruitment.deltatrust.org.uk
or by contacting our recruitment team on
0345 196 0095
or email
jobswest@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

Job Description

Post: Teaching Assistant Level 1
Salary: Grade C (pt.12-16)
Responsible to: SLT Line Manager

Purpose of the job: 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

Teaching Assistant 1

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

ACADEMY'S STATISTICS PAGE

East Garforth Primary Academy Facts and Statistics	
Type of School	Primary Academy
Age Range	3 to 11 year olds
Location	Garforth, Leeds
Denomination	none
Co-educational or single sex	Co-educational
Number of students on roll	275
Attendance	96.1%
Date school established	1 st September 2013 as an Academy
Number of teaching staff	10
Number of support staff	10
% of students on free school meals	10%
% of students with SEN Statemented	0.72%
% of students with EAL	1%