



Application Pack

Teaching Assistant Level 2

(Must have experience of working with Deaf children)

Knotty Ash Primary School

Start Date:	As soon as possible
Closing Date:	8:00am, Friday 11 October 2024
Shortlisting:	Friday 11 October 2024
Post Scale:	NJC SCP 3-5
Salary:	£22,737 - £23,500 (pay award pending) Pro rata salary £17,331 - £17,913
Contract Term	Part Time 32.5 hpw/Permanent Term Time Only plus 5 days

HOW TO APPLY

To submit your application please see TES Quick Apply

“We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”.

We do this by...

- 1) Empowering individuals through learning;
- 2) Fostering a “can-do” attitude that leads to continuous improvement;
- 3) Producing confident young adults with high levels of perseverance, proficiency and integrity;
- 4) Encouraging families and our schools to work together to support student learning;
- 5) Providing a happy, safe, supportive environment where students can learn effectively;
- 6) Developing the whole child with a comprehensive offer of wider curriculum;
- 7) Engaging with our students to inspire, contribute and care;
- 8) Developing leadership at all levels for students, staff, governors and our communities;
- 9) Promoting an enterprise culture that creates close working partnerships with business and wider partners;
- 10) Committing to having honest conversations about our strengths and our opportunities for growth.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.

We Offer

At Lydiate Learning Trust we believe in recruiting talented, capable people and developing them to fulfil their career ambitions so that we Engage, Enable and Empower our young people. We offer:

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| ❖ A future vision map and professional development | ❖ A friendly Trust which looks after the wellbeing of its staff |
| ❖ A highly competitive salary | ❖ Coaching (internal and external to the Trust) |
| ❖ A staff development programme and appropriate CPDL | ❖ A high quality and supportive onboarding programme |
| ❖ Excellent occupational health and employer assistance programme | ❖ A modern and relevant approach to appraisal |
| ❖ Cycle and Technical salary sacrifice scheme | ❖ Annual Flu Jabs |
| ❖ Family friendly policies | ❖ An excellent Pension Scheme |
| ❖ Union recognition | ❖ Personal recognition and reward |



Dear Applicant,

I am delighted you are considering an application to join the team of staff at Knotty Ash Primary School: part of the Lydiate Learning Trust.

The successful candidate will have a specialism in supporting students who are Deaf. They will be dedicated to enabling our students to maximise their potential based on high expectations and by building strong relationships with both the student and their family.

As a one-form entry school, we are small enough to be a family. Everyone at Knotty Ash is very proud of the school's ethos, which values respect and fun; relationships between staff and pupils are mutually supportive. At the heart of everything we do is a belief in our duty to develop the whole child.

Our academic expectations are high, and we strive to support each child to achieve their full academic potential. We also offer a broad curriculum which values investigation, curiosity and creativity. In addition, there are a lot of opportunities for children to grow as responsible and valuable citizens - as they get older, they have opportunities to be play leaders and reading buddies for our younger pupils, as well as taking active roles in the life of the school e.g. School council, librarians, subject councils (see our Pupil Power section). We hold Arts Weeks, Health & Sports Weeks and themed days to empower children, no matter what their individual talent or interest. We also have links within the local community (with St John's Church, Alder Hey Hospital, Hope University and Bright Park) which further enrich opportunities for our children. Our aim is to help develop well-rounded, confident and resilient young people so we also offer Massage and relaxation, Guitar (y3-6) and Spanish as part of the curriculum.



A very important part of Knotty Ash Primary is our Deaf Resource Base provision, with space for 19 Deaf children. While each is an integral member of their mainstream class, we also have the expertise and facilities to cater for their individual learning needs with specialist staff. Every child in school, from Nursery upwards, learns to communicate in British Sign Language - a wonderful life-skill! We have a school signing choir and are also affiliated to the Liverpool Signing Choir.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Knotty Ash offers a friendly, welcoming and enriching environment for all.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

Our family of staff is at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development at its centre. We invest in our staff with support, mentoring, and a wide range of top-quality training programmes delivered at every level.

If you feel you are up to the challenge, keen to do well and would enjoy working at Knotty Ash Primary School, then please apply.

We do hope you are that special person we are looking for and we look forward to hearing from you.

With very best wishes,

Roanne Clements
Headteacher

Job Description – Teaching Assistant

Job Purpose	To assist the class teacher with the education, supervision and welfare of the child/children in the class.
Reporting to	Headteacher/Class teacher
Salary	NJC Scale 3-5
Contract	32.5 hours per week. Five days per week (Monday- Friday) 8.30-3.30 with half hour unpaid lunch break. Permanent contract.

Duties & Responsibilities	<ul style="list-style-type: none"> • Establish a supportive relationship with the children. • To support the children’s learning in class under the direction of the class teacher and to help them to develop their self-esteem. • To support the class teacher in developing specific activities and carrying out individualised programmes for children. • To prepare specific activities, by collecting and setting up the necessary classroom equipment and resources under the guidance of the teacher. • To help children to learn as effectively and independently as possible, both in group situations and on their own for example: <ul style="list-style-type: none"> ○ By clarifying and explaining instructions ○ By ensuring children are able to use equipment and materials ○ By supporting the children’s reading ○ By assisting when children are uncertain e.g. with understanding new concepts, vocabulary and knowledge • To support the children to achieve their EHCP targets. • To support the children with personal care needs as necessary. • To ensure the safeguarding and health and safety of children, and report concerns or details of accidents/incidents as necessary to the Headteacher. • To contribute to and implement the school’s Behaviour policy and support the child in complying with it. • To assist with children at the beginning and end of the day, lunchtime, in the playground and on educational trips as required. • To ensure that the children’s learning and curriculum resources are kept tidy and in good order. • To implement and promote the school’s equal opportunity and race equality policy at all times and to value diversity. • To implement school policies including Child Protection, Health & Safety, Whistleblowing and Staff code of Conduct.
Support for the Teachers	<ul style="list-style-type: none"> • To report back informally to the teacher on the progress of the children in Literacy, Numeracy and language development and keep brief written records as necessary. • To liaise with parents as directed by the teachers to foster good links between home and school e.g. home-school books. • To carry out administrative tasks to assist the teachers e.g. photocopying, laminating resources etc. • To support the delivery of the children’s individual programme or differentiated curriculum activities through the use of British Sign Language.

	<ul style="list-style-type: none"> • To encourage and develop the individual children's communication skills in general. • To follow the school's Language and Communication policy. • To encourage the children to be involved in the care and maintenance of their any audiological equipment and report any faults if necessary.
Curriculum Support	<ul style="list-style-type: none"> • To support the individual children's work in any curricular area under the guidance of the teacher. • To prepare differentiated activities and materials to support the children's learning across the curriculum under the guidance of the teacher.
General Responsibilities	<ul style="list-style-type: none"> • To attend relevant in-service training as and when required. • To attend and contribute to all school team meetings as directed by Headteacher. • To develop activities to promote positive social interactions between pupils during break times. • To carry out any other reasonable tasks in keeping with the post as specified by the Headteacher.

The above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.

Person Specification – Teaching Assistant

Qualifications & Training

- BSL Minimum Level 3 or native BSL user
- Willingness to attend in-service and external training courses, in order to understand the specific educational needs of the pupils within the school.

Experience

- Experience of working with Deaf children using BSL within either the primary or secondary age range.
- Experience of working with Deaf children and contribution to developing a child's positive Deaf identity.
- Experience of working within an inner city multiethnic context.
- Experience of communicating with people from different backgrounds.
- Experience of record keeping.

Knowledge & Understanding

- Knowledge of Deaf Culture and Deaf Issues.
- Basic knowledge of ICT to effectively support pupils.
- Understanding of the issues around effective behaviour management.

Skills & Abilities

- The ability to be able to support Deaf children's development and learning.
- The ability to develop an understanding of the educational welfare and social needs of the pupils with whom s/he is working.
- To have good Numeracy and Literacy skills.
- To have the ability to work co-operatively as part of a team and to form good working relationships with teachers, pupils and parents/carers.
- To have the ability to become familiar with and apply whole school policies and procedures and be willing to apply them in a consistent manner.
- To have the ability to implement individual pupil behaviour management strategies.
- To have the ability to initiate and create suitable resource materials for use with the children.
- To have the ability to maintain a well organised classroom and shared area environment.
- To have the ability to support children to work independently or in small groups.
- To have the ability to organise activities to encourage positive social interactions between children at playtime.
- To have the ability or willingness to learn to maintain pupils audiological equipment.

Other

To support the sign bilingual practice by either/or:

- To have effective communication skills in BSL (minimum BSL Level 3 or native BSL user).
- To have the ability to develop the pupils' communication skills.
- To have the ability to devise resources to support the pupils' BSL Linguistic development.
- To have the ability to explain curriculum information to the pupils in BSL.
- To have the ability to deliver signed stories in the classroom.
- To have the ability to support children with their language programmes.

Commitment:

- To have a commitment to equal opportunities and to assisting the school in enabling all its pupils to fulfil their potential.
- To have a commitment to engage with continuous professional development opportunities.
- To have a commitment to promoting positive Deaf identity and Deaf culture.

Expectation

- All staff are expected to set a good example to children through regular and punctual attendance.
- All staff are responsible for safeguarding, and health and safety.

Confidential References

Positive recommendation from all referees, including current employer.

Safeguarding & Enhanced DBS Checks

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expect staff to share this commitment and maintain a vigilant and safe environment. All posts are subject to an enhanced DBS check. All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures.

Equal Opportunities

LLT is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.