



Everest Community Academy

Success is an attitude

Teaching Assistant

2021-22




Ofsted
Good
Provider

Role: Teaching Assistant

Location: Everest Community Academy, Oxford Way, Basingstoke, RG24 9UP

Salary: Grade C £18,933 (£12,872 Pro Rata)

Contract: 31 hours per week, 37 weeks per annum

Closing date: 6th December 2021 - *we reserve the right to interview/appoint upon appropriate application prior to the closing date.*

Everest Community Academy is an oversubscribed, mixed comprehensive school that was graded as 'good' by Ofsted in all categories in February 2020. Inspectors were particularly positive about the school's leadership and the students 'love of learning'. The school is a supportive, innovative, exciting place to be and is based in a modern building with state of the art facilities and an adjoining gym and community centre. Our values are to aspire, enrich and belong - these underpin all that we do.

We welcome applicants to contact the school or visit for a tour following all socially distanced health and safety guidance. Please contact reception for more details. Our website and social media accounts also contain lots of information to give you a real flavour of who we are - or email info@everestcommunityacademy.org to request a phone call to learn more.

Everest is a school driven by the relentless drive for excellence under our shared vision of 'success is an attitude'. We believe every student has the ability to be successful and we do our utmost to ensure that this happens without anyone 'slipping through the net'.

Everest provides a platform for young people to explore a broad range of subjects, develop interpersonal skills, be creative and work on their physical skills. All students and staff follow the Everest Learning strands which link all aspects of the school; Creative Confidence, Future Ready, Active Minds, Healthy Bodies, Global Citizens. This is the backbone of our culture, ethos and curriculum.

We are committed to identifying, developing and retaining talent amongst our staff with a bespoke CPD package in place for all of our team. We offer secondments and opportunities within the Trust to ensure we do not lose great people. We celebrate the success of our colleagues and students loudly and have high expectations and aspirations for everyone in our school community. We recognise the hard work of our team by our extended holidays and a well-structured school day which really supports work / life balance and flexibility.



Bourne Education Trust

Everest Community Academy is part of Bourne Education Trust ('BET') - a growing regional multi-academy trust made up of twenty schools, across both primary and secondary phases.

Specialising in supporting schools to improve their performance, BET continues to grow a community of high performing academies with the highest aspiration and dedication to achieving the best outcomes for their learners. Led by Alex Russell, CEO, and supported by an executive team and board of directors, BET's 1050 staff currently educate over 7,700 pupils.

BET is a fast moving and exciting place to work with every school within our Trust free to shape their individual character. Our brilliant teachers, support staff and leaders share a commitment to providing a first-class education to the children within their schools and as a Trust we strive to ensure that our provision enables every child to fulfil their potential.

Our people are the key to our success and for this reason we believe in creating great places to work where people feel supported and encouraged to be the best they can possibly be.

Staff within our schools can expect to be challenged and motivated to achieve their ambitions, and such is the scale and scope of the Trust's school-to-school support work, successful candidates can expect to:

- Work in a high performing and supportive environment with dedicated high quality induction, coaching and mentoring programmes
- Develop their teaching pedagogy within a culture of collaboration and sharing of best practice
- Receive focussed career planning and professional development advice, which can result in rapid promotion either through direct placement or via secondments
- Work with our teaching school partner to successfully navigate your NQT status, if applicable, and receive support in achieving your qualified teacher status in the UK if you have come from abroad
- Work within an organisation that prioritises staff well-being, supports effective planning, preparation and administrative time as well as access to high quality shared resources and the opportunity to work a shorter academic year than most

<https://www.bourne.education>

<https://www.everestcommunityacademy.org>

Teaching Assistant

We are seeking an enthusiastic teaching assistant to join our dynamic SEND team. The department embodies inclusion ensuring that our SEND students thrive, while still fostering high expectations.

The ethos of the department is to ensure that SEND students are included in all parts of school life, providing support so that they can achieve and be independent in their choices and learning. There is emphasis on working across the curriculum to develop top down differentiation to make work accessible. There is a strong focus on emotional literacy to challenge students to engage with learning. We challenge students to celebrate their achievements and offer them the opportunity to reach their targets and goals. We are a cohesive, close knit team who work well together and as we continue to grow, we always aim to do the best for our students.

In the wider context, we are a fast paced and dynamic mixed comprehensive school meeting the needs of children of all abilities from 11-16 years. The school is in an exciting phase, having joined the high performing Bourne Education Trust in 2017. We are eager to appoint exceptional individuals who wish to make a significant contribution to the learning and lives of our students. We have a proven track record of working with and developing newly qualified teachers and those ready for promotion. We were obviously delighted with the swift progress being made by the school but are greedy for more. Our ideal candidates are energetic, ambitious (for themselves and their students), resilient and enthusiastic. This post is ideal for those wanting to be part of a rapid transformation and eager to work in a school and trust that puts quality education for its students at its core.

Job Description

Job Purpose:

- Provide support to enable students with special educational needs to access the National Curriculum within a mainstream setting
- Leading small booster classes for low ability or gifted and talented pupils
- Supporting the classroom during lesson time
- working with the Subject/Phase Leader to target areas for improvement
- Recording and reporting pupils progress and achievements
- Assisting teachers with extra-curricular activities

Responsibilities/Duties

- Working under the direction of the classroom teacher to support students with special educational needs or disabilities (SEND) to fully access the curriculum and successfully meet the learning objectives of the lesson
- Using strategies noted on Student Profiles to maximize their learning and liaising with teachers on the use of these strategies
- Working with the classroom teachers to support other students in the lesson to enable the teacher to give attention to students with SEND
- Assisting and advising the teacher in differentiating the work to enable students with SEND to succeed
- Attending and contributing to students' review meetings
- Promoting and modelling good behaviour and respectful relationships
- Delivering small group/1:1 intervention targeting students' specific learning needs
- Supporting students in examinations in the role of reader, scribe or in other ways
- Administering tests and invigilating examinations
- Reporting incidents to the SENCO/ class teacher/ Head of Year following school protocol
- Keeping up to date with wider school life, reading department and school communications promptly
- Supporting the use of ICT in learning activities
- Assisting with the supervision of students out of directed lesson time, including before and after school if appropriate, and within working hours
- Accompanying students on school visits, trips and out of school activities as required
- Participating in professional development activities as required
- Being flexible, adaptable and being prepared to cover, at short notice, a particular need within the school
- Willingness to attend regular team meetings and the school as required

Other Requirements:

- to contribute to the provision of an efficient and effective learning environment
- to maintain confidentiality at all times
- to be aware of and adhere to all School policies and procedures
- Fully engage in any training opportunities offered by the school

The Learning Support Assistant will carry out such other duties as may be required from time to time.

Teaching Assistant: Person Specification

Knowledge/Qualifications

- A good standard of education
- Has good basic literacy and maths skills to support children across the school grade A-C GCSE's or equivalent

- Has patience, understanding and good communication skills
- Is cheerful, flexible and enjoys working as part of a team
- Is self-motivated and can use their initiative to provide the very best support 1:1 and in small groups
- An interesting, varied role in a school that is committed to ensuring every child succeeds
- Enthusiastic children who are eager to learn
- A friendly, supportive Team
- A commitment to supporting your CPD
- Supportive and friendly staff
- A school that is continually developing new, creative opportunities for our children (currently this involves developing our outdoor learning environment)
- A school that is at the heart of the local community
- The chance to make a real difference to children's lives
- Delightful, enthusiastic pupils who love learning!

Skills/Abilities

- Have high level of effective communication and skills of empathy
- Plan and prioritise regular and irregular tasks
- Have a flexible and positive approach to work
- To manage one's time efficiently
- Inspire & motivate students
- Support students in accessing the curriculum
- Have a consistent approach to behaviour management
- Maintain confidentiality

Professional & personal qualities

- An ability to work as part of a team
- Ability to maintain appropriate adult/student boundaries
- Ability to relate effectively to and earn the confidence of staff, students and parents
- Be sensitive to students 'needs and concerns'
- Have a commitment to equal opportunities
- Be committed to ongoing professional development