



CANDIDATE INFORMATION BROCHURE



Academies
Enterprise Trust
To make our best better



Charles Warren
Academy
To make our best better

To inspire young people to make their best better

www.charleswarrenacademy.org

 @CWA_news



Dear Candidate

Thank you for taking the time to apply for the SEN Teaching Assistant role at Charles Warren Academy.

Charles Warren Academy opened in September 2012 and is part of Academies Enterprise Trust, the largest nationwide, multi academy sponsor in the country.

We believe that;

Excellent teaching gives children the life chance they deserve.

Enjoyment is the birth right of every child.

But the most powerful mix is the one that brings the two together.

Knowing the individual is at the heart of our vision. Charles Warren Academy is a school that cares, builds possibilities and potential, and nurtures what learners are and what they can become.

Charles Warren Academy has an exciting future and this appointment represents a great opportunity to secure positive outcomes for our learners.

If you share our vision and values then we would be very excited to hear from you.

Yours faithfully

The Talent team



Charles Warren Academy

At Charles Warren we strive to ensure that every child succeeds and that they are able to learn through a rich, stimulating curriculum. We recognise that all children have their own special talents and we believe that the primary school experience should enable our children to thrive within our learning culture.

We believe that all our young learners should have experiences that promote independence, life skills, cooperation and resilience. We are developing our curriculum so that the children will achieve their very best and will learn to make their best better.

Charles Warren Academy is organised into different classes across the school. We have an EYFS class and in Key Stage 1 (KS1) we have 2 classes, and in Key Stage 2 (KS2) we have 5 classes, this includes a speech and language department.

Charles Warren Academy is a really rewarding place to work. The children are just wonderful and respond so well to positivity. The weekly Principals WOW tea party is the highlight of any week and something the children really look forward to.

Charles Warren is a challenging school as there are many social and socio-economic issues in the area we serve and good community liaison is crucial. Breakfast club ensures that our most vulnerable now enjoy a good start to the day and lateness and attendance are improving.

School improvement is our key priority and although there is still a long way to go all staff are on board and are 100% committed to driving up standards. The large majority of behaviour is good and children feel safe to learn and be challenged.

The Aims of Charles Warren Academy

At Charles Warren Academy we expect the best of everyone. We recognise the transformative power of self-belief, and our children are happy, confident, resilient and self-critical. There are no short cuts and no excuses. We value hard work, determination and ambition, acknowledging and celebrating the variety of ways in which learners can be excellent. We undertake all our work with professionalism, honesty and integrity. A strong moral compass underpins all our work.

We have an inherent belief in the following:

1. Everyone is a leader.
2. Creating a can-do, solution focused culture.
3. Doing it and having impact - make a difference.
4. Attention to detail - follow up and follow through.
5. Understanding that making mistakes is okay - what's important is how we learn from them.
6. Being outward thinking - adopt a mindset of restless excellence.



For up to date information about Charles Warren Academy please refer to the school website. www.charleswarrenacademy.org

Job Description

Job Title: SEN Learning Support Assistant **and** General Academy Support.

Location: Charles Warren Academy

Reports to: Head Teacher/Deputy Head Teacher/SENCo

Purpose of the Role:

To work in partnership with class teachers to assist pupils with learning in line with the national curriculum, codes of practice and school policies and procedures. Also, to prepare the classroom and resources ready for children to learn.

Responsibilities:

- To support pupils with specific areas of SEND
- To implement visual support strategies consistently
- To deliver specific speech and language programmes as directed by outside professionals
- Understand specific learning needs and styles and provide differentiated support to a pupil individually and within a group
- Implement planned learning activities/teaching programmes as agreed with the teacher/SENCo, adjusting activities according to pupils' responses as appropriate
- Establish positive relationships with pupils supported
- Provide feedback to pupils in relation to attainment and progress under the guidance of the teacher and SENCo
- Support pupils with activities which support literacy and numeracy skills
- Support the use of ICT in the classroom and develop pupils' competence and independence in its use
- Support pupils over the break period, focussing on developing social communication skills
- To attend to pupil's personal needs including help with social, welfare, care and health matters, including toileting, dressing, mobility etc. if needed.
- Promote positive pupil behaviour in line with school policies and help keep pupils on task
- Participate in planning and evaluation of learning activities with the teacher/ Inclusion Manager, writing reports and records as required
- Assist with the development and implementation of Learning Journey Journals
- Monitor and record pupil's responses and learning achievements, drawing any problems which cannot be resolved easily to the attention of the teacher and SENCo
- Assist the teacher and other staff in the implementation of care programmes
- To support learning by selecting and creating appropriate resources/methods to facilitate agreed learning activities

- Take an active role in the preparation, maintenance and control of stocks of materials and resources
- To help create a positive learning environment for all children
- Liaise with staff and other relevant professionals and provide information about pupils as appropriate
- To assist with the display and presentation of pupils' work
- To supervise pupils for limited and specified periods including break-times when the post holder should facilitate games and activities
- To assist with escorting pupil on educational visits
- To physically assist pupils during activities e.g. swimming, PE
- To clean and maintain classroom equipment annually
- To undertake other duties which may be reasonably required

General:

- To understand and apply school policies in relation to health, safety and welfare
- Attend relevant professional development and take responsibility for own development
- Attend relevant school meetings as required
- To respect confidentiality at all times
- To participate in the performance management process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager.
- To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace
- Ensure that all duties and services provided are in accordance with the School's Equality Policies

The post-holder is also required to undertake such other duties and training as may be required by or on behalf of Academies Enterprise Trust provided that they are consistent with the nature of the post.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of Academies Enterprise Trust.

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to

modification or amendment at any time after consultation with the holder of the post.

4. This job description may be varied to meet the changing demands of the Academies Enterprise Trust at the reasonable discretion of the Head Teacher.
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. The post holder may deal with sensitive material and should maintain confidentiality in all Academy related matters

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person Specification

Job Title: SEN Learning Support Assistant **and** General Academy Support.

General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications & Experience	Specific qualifications & experience	<ul style="list-style-type: none"> • Successful experience working with children in a school/early years environment • NVQ 2+ (willing to work towards in 12 months of securing post) • Level 2/ GCSE grade C+ equivalent in English • Level 2/ GCSE grade C+ equivalent in Maths • Knowledge of basic ICT to support learning 	<ul style="list-style-type: none"> • Team Teach qualification or equivalent • Basic knowledge of First Aid
Knowledge/Experience	Specific knowledge/ experience required for the role	<ul style="list-style-type: none"> • Understand and implement the school's behaviour management policy. Have a positive approach to behaviour management • Understanding of the school curriculum • Ability to assess progress and performance • Understand and support the importance of physical and emotional wellbeing 	<ul style="list-style-type: none"> • Have some knowledge of learning difficulties and a variety of strategies to support children • Knowledge of literacy/ numeracy frameworks/ Foundation Stage Curriculum and Phonics Programmes
Skills	Forward and strategic planning	<ul style="list-style-type: none"> • To be able to work from teacher plans and follow reasonable directions with 	

		regards to moving learning on	
	Abilities	<ul style="list-style-type: none"> • Good organisational skills • Ability to remain calm under pressure • Ability to support the work of children • Ability to manage own time effectively • Demonstrate creativity and an ability to resolve routine problems independently • Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults • Ability to work effectively with a range of adults • Know when, how and with whom to share information • Ability to follow instructions accurately 	
	Behaviours	<ul style="list-style-type: none"> • To take up CPD opportunities • Is motivated and energised • Eager to develop and learn from others • To use resources to extend their knowledge and experiences. • Is aware of own feelings • Takes time to evaluate own thoughts and 	

		behaviours <ul style="list-style-type: none"> • Recognises the importance of learning from set backs 	
		<ul style="list-style-type: none"> • Successful candidate will be subject to an enhanced Disclosure and Barring Service Check • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people 	Ability to travel as required

Academies Enterprise Trust

Academies Enterprise Trust is the largest Academy Partnership in the United Kingdom, with 63 schools (Primary, Secondary and Special) across England.

Click [here](#) to view a map of our Academies across the country.

We believe that all young people deserve to become world class learners – to learn, enjoy, succeed and thrive in a world class educational environment, which has the best facilities, the best teaching and the most up to date resources available to them.

Our vision is to help students achieve world class learning outcomes by developing world class teachers in a world class community.

Ethos Statement

Every young person deserves the opportunity to have a life that can be described as 'good quality', free from fear and danger, where they can give and receive respect to and from others with a sense of well-being, belonging, worth and achievement.

AET academies will become High Performing Organisations and, therefore, must be the:

- Education provider of choice for students.
- Employer of choice for staff.
- Investment of choice for parents.

Values and Beliefs

Through our actions and behaviours we will strive to develop young people who:

- Respect themselves and the community (people, property and the environment), and seek to have a positive impact on society;
- Are polite, calm, caring, honest, trustworthy and helpful;
- Are responsible, independent and supportive of each other;
- Are tolerant, open minded and not prejudiced;
- Are determined and have a strong work ethic;
- Will be thoughtful and compassionate with the ability to listen and challenge in a considerate fashion;
- Have good communication skills;
- Offer themselves as good role models for future generations of learners and citizens;
- Can demonstrate strong self-belief and confidence and have high aspirations;
- Are team players who can work and support others, and where necessary are able to take on leadership roles.

Learning and Development

We welcome colleagues who drive their own professional development and who consider themselves lifelong learners. To encourage this we offer a professional learning journey which can be tailored to your individual needs. We provide experiences, social learning and formal programmes that will enable you to develop new skills, and to work, collaborate, learn and develop with colleagues across our large network.

Your journey will be accessible through the knowledge exchange to enable you to be responsible for your own learning and development. You will have access to the market place, resources and online communities to share good practice and be part of the vast learning opportunities across our network .

We are the largest network of academies in England allowing you to develop your skills, knowledge and expertise in a variety of different settings and locations across the country.

Our journey is designed to create a clear career pathway from induction, to statutory/core development, supporting further development, talent management and career progression. We will support you in achieving excellence together and stretch your learning and development to have greatest impact across our network.

For further information about the Academies Enterprise Trust please visit our website www.academiesenterprisetrust.org or contact recruitment@academiesenterprisetrust.org to answer any questions you may have.



Google for Education

Google for Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device!

In summer 2012, AET adopted G Suite for Education, the free web-based communication and collaboration suite available to education establishments. With products including Gmail, Google Calendar, Google Drive, Google Sites and Google Classroom, AET recognised the potential it would bring to classroom learning, knowledge sharing across the academies, improvements in administrative efficiency and providing access from home for all.

This enables all our students and staff to have access to the most up-to-date technology. Our academies have also rolled out many class sets of Google Chromebooks, affordable browser-based laptops that provide quick, simple access to the web!

The latest innovation in an increasing number of our academies includes access to Chromebook Flip for all teachers with the ability to cast the screen from anywhere to the large format screen at the front of the classroom. Where students have access to Chromebooks, teachers can also allow students to cast their work to the screen as well to support with peer assessment, group projects and collaborative working!



A New and Open World for Learning

Staff Benefits

Career Development

- Apprenticeships
- Financial Support towards achieving further Qualifications
- Leadership Programmes
- Progression Opportunities
- Teacher Training Programmes



Family Friendly

- Childcare vouchers – If you are using registered or approved childcare, you can choose to take part of your salary in childcare vouchers to pay for it which are Tax and National Insurance free. This means you get extra value from your pay packet each month.

Financial

- JTRS Apple Product Store–Employees, students and families are eligible to purchase a range of Apple products at preferential terms.
- EAG Essex Auto Group –Employees are eligible to receive preferential terms on the purchase of new vehicles within the EAG range of vehicle bands they offer. EAG also offer vehicle servicing and repairs, and hold an agency with Motability for those who require a vehicle to their specific disability needs.
- Pension

Health and Wellbeing

- Hi-Tec Sport – Hi-Tec offer staff, students, and parents of the Group a discount on all footwear purchased directly from Hi-Tec via its online store.
- BHSF – The Group works in partnership with BHSF, to support our health and wellbeing agenda. BHSF provides access to support services and employee benefits.



Academies Enterprise Trust, Safe Recruitment Procedure

Academies Enterprise Trust is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure and Barring Service

A Disclosure and Barring Service Certificate will be required for all posts.

Shortlisting

Only those candidates meeting the right criteria will be short listed.

Interview

1. Those shortlisted will take part in an in-depth interview process.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference Checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 3 months). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy/trust with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.

Equal Opportunities

Academies Enterprise Trust recognises the value of, and seeks to achieve, a diverse workforce which includes people from differing backgrounds with different skills and abilities. AET takes positive steps to create an employment culture through its Board of Governors, managers and other employees, in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences. This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community and others connected with it. AET is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

Data Protection

Personal data provided on your application, and for equal opportunities monitoring, is required to enable Academies Enterprise Trust to operate and monitor its recruitment and employment procedures. Data is kept secure and accurate, and disclosure is restricted to those people within the organisation who have a need to access it. Personal data supplied by you is destroyed within prescribed time limits, unless you are appointed, in which case the data you have supplied will form the basis for your individual staff record.

