

EDGAR WOOD academy



APPLICATION PACK: Teaching Assistant

Deadline: Friday 9th June 2023 at 12.00 noon

Dear Colleague

Thank you for your interest in Edgar Wood Academy. We are incredibly excited to have been chosen by the Department for Education to open a new school to serve the local community in Middleton and Heywood. Helping our students realise their potential lies at the heart of everything we do. Through a culture of mutual respect, strong behaviour and high standards, we aim to inspire and engage all pupils, regardless of prior attainment or social background.

By joining our school, you will be part of an exciting journey, building the school from its foundations and helping to create the ethos, values and culture of our school. We believe in strong discipline, which allows our teachers to teach and our students to learn. As a result, we will improve student achievement through high-quality teaching in a safe and caring environment. We value each individual child in our school and recognise that each has different talents and gifts, which we will nurture over the course of their school journey. We will help each student to develop, both personally and academically, so that they have the knowledge and skills to progress to an aspirational career, a fulfilling life and make a positive contribution to their local community.

The school has recently moved into a modern, state-of-the-art building, with stunning views of the local countryside, but within easy access of several motorway links. We can offer the opportunity to shape and develop a curriculum which will capture students' interests, provoke serious thinking and develop their intellectual curiosity. The curriculum will be culturally relevant to our students and will serve to develop social attitudes and behaviours, celebrate British values and ensure that students have an inclusive approach to their local and global communities. Edgar Wood Academy have an extensive enrichment programme which will ensure that all pupils are engaged in a curriculum suffused with memorable experiences and rich opportunities for learning.

To work at Edgar Wood Academy, you must aspire to be an outstanding colleague. You must be willing to share and learn. We wish to appoint someone who will help us to make a positive difference to the lives of young people in the borough. In return, we promise a supportive and enjoyable working environment and the resources needed to carry out the role to the highest standards, including a bespoke professional development programme to support you with your future career aspirations.

I am incredibly excited and privileged to be the Headteacher at Edgar Wood Academy and together, we will work hard to ensure we deliver a world-class education to the students and community we are proud to serve.

Yours sincerely



Marcin Kojder
Headteacher

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Tel: 0161 676 9620; Email: info@edgarwood.org; Website: www.edgarwood.org

Teaching Assistant

Making your Application

I hope that when you read this Application Pack you are inspired to apply for the post.

Application

Please complete the Altus Education Partnership Application Form and send it by email to: recruitment@altusep.com

Deadline

The deadline for the post is **Friday 9th June 2023 at 12.00 noon**

Interviews are expected to take place on **week commencing 12th June 2023**

Shortlisting

We will unfortunately be unable to notify candidates who are not on the shortlist, therefore, if you do not hear from us, your application has been unsuccessful on this occasion.

Salary

The post will be paid on the Support Staff Salary Scale – Points 8-13

Start Date: September 2023

For an Application Pack

1. Visit www.edgarwood.org or www.altusep.com
2. Contact Garry Campbell, Trust HR Assistant at recruitment@altusep.com
3. Telephone: 01706 769835

Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme and our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects

Altus EDUCATION Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.

In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates.

Background Information

Altus Education Partnership

Edgar Wood Academy is currently one of three institutions in the Altus Education Partnership (a Multi-Academy Trust) alongside Kingsway Park High School and Rochdale Sixth Form College ("*TES 6th Form College of the Year 2021*" and "*Ofsted Officially Outstanding 2022*"). Edgar Wood Academy and the Trust have a very strong educational reputation in the local community and are in a financially robust position. The Trust works as a partnership of equals, where all Academies are distinctive institutions working together for the benefit of all students, within which, Headteachers and local Governing Bodies have delegated authority and associated autonomy. The Trust expects to expand further in the next few years, working with Academies in the Primary and Secondary phases to improve the quality of education across the borough.

Altus Education Partnership are committed to supporting all children in their Academies to progress to a successful career, life and employment path of their choice.

All our Academies will share a collective identity as providers of the highest quality teaching with high expectations of learners, coupled with effective assessment and intervention. Young people in our Academies will engage with opportunities to develop their own skills and aptitudes to support their progression, while making valuable contributions to their communities. Leaders and Teachers will take a collaborative approach, sharing best practice at a local, regional and national level, to continuously improve the performance and outcomes of all Academies in the Trust.

Altus Education Partnership Values

The values of the Altus Education Partnership will be embedded and visible throughout all the academies. Each will have its own unique identity built around the core Trust values. These are:

- Unrelenting commitment to improve the quality of our provision and enhance the lives of our students.
- Openness in the way we build trust and bring purpose to our work as a Multi Academy Trust.
- Accountability through the rigorous, transparent and forensic analysis of all aspects of our performance.
- Commitment to the principles of inclusion and equality.
- Dedication to the borough of Rochdale and its surrounds.
- Collective responsibility for one another and the results of all our students – ‘if one fails, we all fail’.

The Ambition is that by the time students leave they will:

- Have achieved their personal academic potential giving them a greater choice in life.
- Have the highest aspirations and developed the self-esteem, confidence, and emotional resilience to exploit their potential.
- Be contributing members of the community and have compassion for others.
- Be able to celebrate their success and that of others.
- Have developed the confidence to overcome barriers to success.
- Be articulate, creative, and prepared for future growth and learning.

- Be happy!

Shared Objective for all Staff

"To maximise students' achievements"

- At Altus Education Partnership we do this through engaging our students in their subjects and inspiring them to enjoy their studies in a totally positive atmosphere.
- Our students are challenged to achieve through a culture of high expectations and a belief in their ability.

Above all, staff at Altus Education Partnership like their students and demonstrate this through their daily conduct and interaction.

Role Description:

Job Title:	Teaching Assistant <i>Please detail what area of expertise you will bring to the role as well as any relevant training, clearly in your letter of application</i>
Reports to:	SENCo
Remuneration:	The post will be paid on support staff salary scale point 8-13 (£22,777 - £24,948). Actual for term time is £19,679 - £21,555)
Contract:	Permanent – 37 hrs per week – Term Time Only These hours will be between 8.00am – 4.30pm
Start Date:	September 2023

Overall Purpose of the Post

To provide exceptional pastoral care for students and their families, by providing outstanding academic support, which in turn, reduces barriers to learning for all children.

- To support the vision and strategic direction of Edgar Wood Academy (EWA).
- To enable outstanding progress and attainment by ensuring that reasonable adjustments are made for children where necessary.
- To be a specialist in a specific area of SEND
- To work in partnership with the SENCo to develop the best provision for SEND learners within the school.
- To work with class teachers and other support staff to raise the learning and attainment of students.
- To promote students' independence, self-esteem and social inclusion.
- To give support to students, individually or in groups, so that they can access the curriculum, take part in learning and experience a sense of achievement.

Key Duties

- Promote, support and facilitate inclusion by supporting participation of all students in learning and extracurricular activities.
- Use effective behaviour management strategies consistently in line with the school's policy and procedures.
- Support class teachers with maintaining good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment.

- In conjunction with the teacher, prepare the classroom for teaching, and organise and manage teaching space and resources to help maintain a stimulating and safe learning environment.
- Observe student performance and pass observations on to the class teacher.
- Supervise a class if the teacher is temporarily unavailable.
- Use ICT skills to advance students' learning.
- Undertake any other relevant duties given by the class teacher.
- Direct the work, where relevant, of other adults in supporting learning.
- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of student performance and progress as appropriate to the level of the role.
- Read and understand lesson plans shared prior to lessons.
- Use their area(s) of expertise to contribute to the planning and preparation of learning activities, and to plan their role in learning activities.
- Use allocated time to devise clearly structured activities that interest and motivate learners and advance their learning.
- Plan how to support the inclusion of students in the learning activities.
- Lead on the development and implementation of Individual Profiles for students and attend and contribute to reviews.

Working with Colleagues and other Relevant Professionals

- Communicate effectively with other staff members and students, and with parents /carers under the direction of the class teacher.
- Communicate their knowledge and understanding of students to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision.
- With the class teacher, keep other professionals accurately informed of performance and progress or concerns they may have about the students they work with.
- Understand their role in order to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers.
- Develop effective professional relationships with colleagues.
- Support transition, particularly for those students on the SEN register or with an Education and Health Care Plan (EHCP).
- Lead on small group intervention sessions such as lego therapy, art therapy, social stories.
- Support the role of parents /carers in students' learning and contribute to meetings.
- Participate in EWA daily duty rota.

- Promote the safety and wellbeing of students and help to safeguard students' well-being by following the requirements of Keeping Children Safe in Education and the school's child protection policy.
- Look after children who are upset or have had accidents.
- Keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness.
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Take part in the school's appraisal procedures.

Support for the School

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference to help ensure everyone has equal access to the services of the college and feels valued, respecting their social, cultural linguistic, religious and ethnic background.
- Contribute to the school ethos, aims and development/improvement plan.
- Attend and participate in meetings as required.
- Undertake personal development through training and other learning activities including performance management as required.

Person Specification:

CATEGORIES	App Form/ Letter	Interview	Interview Tasks	Refs	
ESSENTIAL CRITERIA					
5 A*- C GCSEs or equivalent including English and Maths. Evidence of further or higher qualifications in Numeracy / Maths, Literacy / English and/or Science.	√				
Experience of working with children with SEND / Behaviour / Social Emotional / Mental Health issues	√	√			
Experience and passion for working with children aged 11-16. Ability to engage students, inspiring learning & promoting success	√	√	√	√	
A specialism in a particular area of SEND support and or additional needs.	√	√	√	√	
Very good practitioner of 'in classroom support' as well as wider student mentoring and emotional support	√	√		√	
Ability to devise new resources to support learning of a variety of needs	√	√	√	√	
Knowledge of active learning and teaching styles and support mechanisms	√	√	√	√	
Evidence of dynamic and innovative practice	√	√	√	√	
Competence in the use of ICT	√	√		√	
Ability to contribute positively to teams, share ideas & develop resources cooperatively	√			√	

Ability to be adaptable & flexible	√	√		√	
Effective inter-personal & communication skills with the ability to motivate and encourage.	√	√	√	√	
Commitment to valuing the individual and boosting their self-belief and worth – <i>an unconditional positive regard for young people</i>	√	√		√	
Commitment to high standards & expectations – no accepting of second best in students and staff	√	√		√	
Commitment to professional learning & institutional improvement	√	√		√	
Experience of working with students with learning difficulties or disabilities.	√	√		√	
Determination to promote equality of opportunity		√		√	
Ability to offer enrichment & contribute to wider school life	√	√		√	
Commitment to professionalism, sharing, teamwork & collaboration	√	√		√	
Commitment to enjoying work!		√			
DESIRABLE CRITERIA					
Able to use interactive ICT systems for learning and teaching	√	√		√	
Experience of examination access arrangements	√				
Further relevant qualifications in working with children with SEND, counselling, mentoring, mental health etc	√	√			
Experience of working with school safeguarding, data and attendance platforms (Arbor and CPOMS)	√	√			

PERSONAL CHARACTERISTICS - ESSENTIAL						
21.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	√	√			
22.	Willing to be accountable and to take personal responsibility for own actions	√	√			
23.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	√	√			