

Teaching Assistant/ Higher Level Teaching Assistant

Term Time Only

Preferably for April 2024 or sooner

Band D, points 3a-4a (£22,737 - £23,114)

Actual salary: (£19,445 - £19,767)

OR

Band G, points 8-13 (£24,702 - £26,873)

Actual salary: (£21,125 - £22,982)

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“Grace Academy Coventry is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.”

Welcome from the Principal

Thank you for taking the time to read the information regarding our current vacancy. We hope you find the information you are looking for and that you develop an understanding of the atmosphere, vision, ethos and aims of Grace Academy.

Grace Academy is a welcoming and caring community where our core values of Limitless Potential, Intentional Excellence, Mutual Respect, Genuine Integrity and Amazing Grace based on Christian values, run through all we do. Our Values are central to our ethos, day-to-day curriculum, extra-curricular activities and pastoral structures. We aim to be aspirational and proud of who we are. We believe that all our students should be happy and safe and have the Limitless Potential to succeed.

We have amazing students here at Grace who deserve the best possible life chances. We encourage students to be praised and recognised whilst at the same time being challenged to meet our expectations.

At the centre of all we do is the focus of what is best for our students; we not only focus on the academic excellence of students but also work with students on supporting them to be the best human beings they can be. My team and I pride ourselves on making decisions from a position of integrity. As a parent myself, I strongly believe that if it is not good enough for my children, then it is not good enough for Grace students. This is even more important in the current climate, as we put student wellbeing and aspirations at the heart of what we do. We believe it is important for all students leaving Grace Academy to have the self-belief and qualifications they need in order to follow the path they have chosen; that students do not limit themselves and that staff and parents work together to support them in raising their expectations and aspirations.

We value our staff and pride ourselves on our caring ethos with a strong and genuine focus on staff wellbeing. We are committed to developing our staff at all stages of their career, both internally and externally.

We have a friendly, innovative and exciting community in which to work and offer a variety of attractive benefits, such as an onsite gym and use of the sporting facilities, free eye care vouchers, refreshments available throughout the day, free lunches when on duty and the opportunity to be a part of the Staff Wellbeing and Workload Committees.

Grace Academy joined the TOVE Learning Trust in April 2019. We are a close-knit family of schools that have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Academies within the Trust collaborate to share expertise and maximise opportunities and experiences for our staff and students.

I hope that through reading the information pack, visiting our website, social media and reading our most recent Ofsted report you will be encouraged to apply for a position at Grace Academy.

Thank you for your interest in this post and we look forward to hearing from you.

Yours faithfully,

Mrs N Whiles
Principal

Job Advert

An exciting opportunity has arisen for an experienced Teaching Assistant or Higher Level Teaching Assistant to join the Grace family. We are seeking to appoint a highly motivated, reliable and professional Teaching Assistant or Higher Level Teaching Assistant to support students with additional needs. The ideal candidate will have a good understanding of general SEND needs and the needs of those children who are looked after, along with being an excellent team player as we currently have a small SEND department who work closely as a team to support all of our students.

Key responsibilities of the role will include:

- Supporting students with a variety of needs to access the curriculum and raise their achievement;
- Preparing and supporting the use of resources;
- Developing students' study and organisational skills;
- Supporting a positive culture for learning within the classroom;
- Offering in-class support and to work flexibly on either a one-to-one basis or in small groups with students helping them carry out individual learning programmes.

We are a welcoming and caring community where our core values of Limitless Potential, Intentional Excellence, Mutual Respect, Genuine Integrity and Amazing Grace based on Christian values, run through all we do. It is central to our ethos, day to day curriculum, extra-curricular activities and pastoral structures. Here at Grace Academy we not only focus on the academic excellence of students but also work with students on supporting them to be the best human beings they can be.

We have high expectations for all those involved in the education of children. It is important that all students leaving Grace Academy have the qualifications they need in order to follow the path they have chosen; that students do not limit themselves and that staff and parents support them in raising their expectations and aspirations.

Our Academy is a vibrant and friendly; our students are happy and caring; our staff are experts in their field. Together we work together to make Grace Academy a place where we can all excel.

We pride ourselves on our caring ethos with a strong and genuine focus on staff wellbeing, putting development and wellbeing at the heart of our work. We work hard to look after our pool of talented staff who are encouraged to grow, develop and work collaboratively.

We offer:

- A friendly, innovative and exciting community in which to work;
- Access to an internal market for promotions within the growing group of TLT academies;
- A vibrant learning environment where students are ready and focused on learning;
- Local Government Pension scheme;
- Use of the onsite gym and sporting facilities;
- Free lunch when on duty and refreshments in the staffroom to access throughout the day;
- Staff wellbeing/workload committees who help to support staff wellbeing and organise social events;
- Access to our performance management system where a bespoke career development plan will be discussed to help progression and development;
- Free eye care vouchers;

- Free work laptop;
- Plenty of on-site parking.

The Trust schools have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Academies within the Trust collaborate to share expertise and maximise opportunities and experiences for our students.

Training and development opportunities will be offered. All staff are encouraged to study further and the Trust will actively support staff to obtain relevant further qualifications where possible. Tove Learning Trust is a fast moving and exciting place to work.

Our policies can be seen on our website, including the Tove Learning Trust Recruitment and Selection Policy and the Grace Academy Child Protection and Safeguarding Policy.

How to apply:

Please read through the information in the pack carefully and please do not hesitate to contact the Academy if you would like to arrange a pre-application visit – we strongly welcome this. If you cannot make a visit, then please feel free to phone us to talk about the post.

Visits to the school or an informal confidential discussion with the can be arranged with Rhiannon Spear (SENDCo) or Sarah McAdam (PA to Principal/HR Support) by contacting the Academy office on 02476 589 000.

You should ensure you have completed all sections of the application form. Please submit your **supporting statement** with no more than **one side of A4**, plus your **application form** to Sarah McAdam via email at sarahmcadam@graceacademy.org.uk by **Tuesday 30th January 2024**.

The Academy is committed to safeguarding children. The successful applicant will require an enhanced DBS check and will be required to disclose any previous spent convictions or cautions.

In line with the recommendation in KCSIE 2022, Tove Learning Trust adopts the policy of requiring all new staff who join to have a DBS check and immediately become a member of the update service. This requirement is a contractual obligation and further information will be provided to successful applicants.

Job Description

Post Title	Teaching Assistant
Reporting to	SENDSCO
Working Pattern	37 hours per week Term Time Only Monday-Thursday 8:00am until 4:00pm, Fri 8:00am until 3:30pm
Location	Grace Academy Coventry, Wigston Road, Coventry CV2 2RH
Contract Type	Permanent
Salary	Band D, points 3a-4a (£22,737 - £23,114) Actual salary: (£19,445 - £19,767) OR Band G, points 8-13 (£24,702 - £26,873) Actual salary: (£21,125 - £22,982)
Purpose	Grace Academy Coventry is a secondary Academy with approximately 988 students. Grace Academy Coventry has been part of Tove Learning Trust (TLT) since April 2019. The role of a Teaching Assistant/Higher Level Teaching Assistant is to work under the direction of the SENCO in supporting students with educational needs by supporting them in lessons or through small group intervention.
Key Responsibilities	<ul style="list-style-type: none"> To assist students who require additional support through specific learning difficulties, a physical disability, or sensory impairment. Offer in-class support and work flexibly on either a one to one basis or in small groups with students helping them carry out individual learning programmes.
Main Duties	<ul style="list-style-type: none"> Assist teaching staff, as required, including helping individual students and groups with the full range of curriculum activities and use of information technology, as appropriate. Working with catch-up students across literacy and numeracy. Prepare, display and mount work, set out equipment/materials and record television and radio programmes for educational use under the direction of class teachers. Make and maintain teaching aids and equipment, for example, undertake simple repairs of books and equipment. Provide physical care and attention for personal needs, including care of students who are sick, and escorting sick students home where necessary. Liaise with teachers and other staff at the school to obtain, exchange and record information on individual students. Attend staff meetings, as necessary. Attend planning meetings and participate as appropriate. In collaboration with class teachers, ensure classrooms and other teaching areas are kept in a tidy state with equipment and materials stored correctly.

	<ul style="list-style-type: none">• Assist with tasks in respect of classroom activities, as required, including maintaining library book records, maintaining classroom supplies and general classroom duties, such as photocopying, filing, etc.• Assist class teachers in preparing and supervising outings and visits and, if required, helping to organise out of school functions, such as outings, summer fairs and open evenings.• Assist class teachers in supporting volunteer helpers and students in the classroom.• Assist class teachers in supporting Home School Links initiatives, such as accompanying teachers on home visits.• Assist supply staff with the daily classroom routine as determined by the class teacher. <p>Undertake any other duties and responsibilities within the range of the salary grade.</p>
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Person Specification

	Essential	Desirable
Education and Knowledge	<ul style="list-style-type: none"> English GCSE (A*-C) or equivalency test (L2 basic skills literacy) Maths GCSE (A*-C) or equivalent (L2 basic skills numeracy) IT packages i.e. Word, Excel 	<ul style="list-style-type: none"> Level 2 Teaching Assistant qualification or university degree First Aid certification /qualifications, or willingness to be trained as First Aider is essential
Skills and Experience	<ul style="list-style-type: none"> Experience of contact with students and parents Have considerable experience (at least 2 years) of working to support children's learning Have experience of working with small groups of students Have evidence of moving on students' learning in a small group or class situation Able to communicate clearly and take into account, where appropriate, the view of others Able to communicate effectively both orally and in writing with students, parents / carers, governors and the wider community Able to deal sensitively with people and resolve conflicts 	<ul style="list-style-type: none"> Have an understanding of other areas of school life Knowledge of good practice, policies and procedures in schools / colleges Have experience of providing intimate care for students in a school setting Training in behaviour management
School Ethos	<ul style="list-style-type: none"> Can evidence a desire to see young people succeed Actively promote the curriculum area across the Academy Must be able to recognise discrimination in its many forms and willing to put the college's equality and diversity policy into practice Commitment to equal opportunities and equal value for all students 	