



# APPLICATION PACK

<b>ROLE:</b>	<b>Educational Teaching Assistant (SEND) Fixed Term Contract</b>
<b>START DATE:</b>	<b>September 2021</b>
<b>END DATE:</b>	<b>July 2022</b>
<b>SALARY:</b>	<b>Grade 6 (SCP 7-11) £13,784</b>
<b>HOURS:</b>	<b>30 hours per week term time only</b>

**Moor End Academy**  
Dryclough Road  
Crosland Moor  
Huddersfield  
HD4 5JA

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Principal: Mr Kash Rafiq

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### ***'A word from the Principal'***



Dear Applicant,

Firstly, thank you for your interest in working at Moor End Academy. If you are impressed by our work, understand our vision and want to be a part of our journey to world class, then we are keen to hear from you.

Moor End are partners in the highly regarded South Pennine Academies family, and we firmly believe in educating young people to be successful through strong leadership, high performing staff and through engaging communities. Our vision is to become a world class centre of educational excellence; an academy that provides the very best learning experiences as well as fostering a culture of aspiration, so that every student makes good progress and reaches their full potential regardless of their starting points. We passionately believe that, as educators, we have the power and responsibility to inspire our students to be the best they can be - to enable our learners to pursue their dreams and become the leaders of tomorrow.

To me, it's essential that all members of our school community put in the time and energy to bring the ethos to life. It's important to me that everyone who steps through our doors: staff, students and parents-are excited to be here! This attitude enables us to meet our goal of becoming a world class center of educational excellence in a positive, fun, and nurturing environment.

We want to expand our family of committed and skilled people, who will impact positively on the futures of our next generation. If you wish to discuss any of the opportunities we have on offer, please contact us at [jharrison@edu.moorend.org](mailto:jharrison@edu.moorend.org) or call 01484 222230.

Please enjoy reading further, and we look forward to hearing from you.

Yours sincerely,



Mr Kash Rafiq

## Principal



Moor End is a converter academy that opened on 17<sup>th</sup> August 2011. We converted as an outstanding school. Prior to this we were a community school. Our CEO, Jane Acklam is a National Leader of Education. Under these designations we play a leading role in the training and professional development of teachers and contribute towards the raising of standards across the school system through school to school support. Moor End is an award winning academy and has continued to be recognised by Ofsted as 'outstanding'.

At Moor End we have the secondary resourced provision for students within Kirklees with visual impairment, with a capacity for 12 fixed-term places and 2 transitional places. Students within the provision attend mainstream lessons and are fully integrated in to academy life. In addition to these places, the team also supports over 80 students, across secondary schools in Kirklees, in an outreach capacity. The team consists of highly skilled teachers, technicians and educational teaching assistants who support the students' access to the curriculum. Students in the provision also access a personalised additional curriculum, which supports their independence, including - amongst others - mobility, braille and touch-typing.

We have a number of experienced and skilled educational teaching assistants who support students and classes that require enhanced input to access the curriculum. English and maths have their own dedicated teaching assistant whilst the other teaching assistants are managed, supported, trained and allocated through the special educational needs department.

We are an 11-16 mixed comprehensive academy with 1000 students on roll. In 2015, Woodside Pre School opened in the grounds of Moor End Academy. Woodside Pre School serves 2-4 year olds and has a 36 place setting. In January 2016, it was rated as 'Good' by Ofsted, with the inspection report stating 'Children of all abilities make good progress from their different starting points. They are eager to take part and are well prepared for the next steps in their learning.'

Beaumont Primary Academy opened its doors for the first time in September 2016 and the staff and students moved into their fantastic new building which is on our Dryclough site on September 2018. For more information please see [www.beaumontprimary.org.uk](http://www.beaumontprimary.org.uk).

The academy draws the majority of its admissions from the local area. We are held in high regard locally and regionally. The academy's mission is for all young people at Moor End to ensure we can confidently say, "we gave every student his or her GCSE passport to success." We passionately believe, as educators, we have the power and responsibility to inspire our students to be the best they can be to enable our learners to pursue their dreams and become the leaders of tomorrow.

We serve a highly deprived area of Huddersfield. Over 70% of our students come from ethnic minority backgrounds and we usually have around 10% of our cohort who are either new arrivals to the country, asylum seekers/refugees or other foreign nationals. 49.4% of our students have a first language that is not English. 38% of our students start education at Moor End Academy as lower attaining students, yet when they leave us, over two thirds make better than national average

progress. The majority of our learners stay in education post 16 at the further education colleges within Huddersfield.



South Pennine Academies Trust has grown from strength to strength with eight primary and secondary schools that have a shared vision of:

- *Strong and effective leadership;*
- *High performing staff;*
- *Successful students;*
- *Engaged community.*

South Pennine Academies believe in school improvement through a partnership model; this brings expertise and capacity to the school improvement agenda. Whilst Moor End Academy retains its own characteristics and ethos, it benefits immensely from school partnership working. The shared working provides exceptional cross phase, subject to subject and leadership development opportunities to staff across the trust. You can expect the highest quality professional development at not only Moor End Academy, but also trust wide.

For more information visit <http://www.southpennineacademies.org/>

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## Dryclough Campus

Campus development at our Dryclough site continues to be exciting for staff, students and the local community, with Moor End Academy just one part of a vibrant campus, which includes;

**Woodside Pre School** - this serves 2–4 year olds and is a 36 place setting. In January 2016, it was rated as 'Good' by Ofsted. For more information please see <http://woodsideps.org.uk/>

**Beaumont Primary Academy** - the country's first Presumption Free School, opened its doors for the first time in September 2016. This primary provision currently accommodates up to 90 places this year. A new state of the art school building opened its doors in September 2018 with a capacity eventually for up to 630 children. For more information please see [www.beaumontprimary.org.uk](http://www.beaumontprimary.org.uk)

**Huddersfield Horizon School Centred Initial Teacher Training (SCITT)** - "Huddersfield Horizon" teacher training base is situated on the Dryclough campus. For more information please see <https://huddersfieldhorizon.com/>



## JOINING MOOR END ACADEMY

- Moor End Academy is committed to developing all staff within their roles and creating opportunities for further career progression.
- **Pension** – Every employee of Moor End Academy has access to the Teachers' Pension Scheme or West Yorkshire Pension Fund.
- **Smart Clinic** - The Academy uses Smart Clinic as our cover insurer and included in this is a number of wellbeing benefits for all members of staff. These benefits include counselling, physiotherapy, a virtual GP service and much more.
- **Wellbeing Benefits** including annual flu vaccinations, staff exercise classes and much more!



## LOCAL INFORMATION



**Huddersfield** is a large market town in the Metropolitan Borough of Kirklees, in West Yorkshire, England, halfway between Leeds and Manchester. It lies 190 miles north (310 km) of London, and 10.3 miles (16.6 km) south of Bradford, the nearest city.

Moor End Academy is easily reached from Barnsley (18 miles), Penistone (13 miles), Holmfirth (6 miles), Wakefield (15 Miles), Bradford (15 miles), Oldham (17 Miles), Rochdale (22 miles), Hebden Bridge (16 miles), Halifax (10 miles), and Leeds (20 miles). Moor End is just a few miles south of the town centre.



Huddersfield is near the confluence of the River Colne and the River Holme. Located within the historic county boundaries of the West Riding of Yorkshire, according to the 2001 Census it was the 10th largest town in the UK and with a total resident population of 146,234. The town is known for its role in the Industrial Revolution, for being the birthplace of rugby league and birthplace of the British Prime Minister, Harold Wilson.

Within our own catchment is the breathtaking Beaumont Park, which was bequeathed to the town in the 1880s, by the Henry Ralph Beaumont ('Beaumont's of Whitley' estate) and was opened on 13 October 1883, by Prince Leopold, fourth son of Queen Victoria, and his wife Princess Helena of Waldeck and Pyrmont (The Duke and Duchess of Albany). It is a fine example of a Victorian era public park with water cascades, bandstand and woodland. The academy has a working relationship with the Friends of Beaumont Park.



Huddersfield is a town known for sport, home to the rugby league team, Huddersfield Giants, founded in 1895 and Huddersfield Town F.C.- founded in 1908. Many of the staff are keen supporters. The town is also well known for excellent cycling facilities around the local area and many cycle lanes. Tour de France 2014 came to Huddersfield during the second stage, which was 125 miles long, including perhaps the most famous climb in British cycling - up Holme Moss, near Huddersfield. It also passed through Holmfirth, famous as the location of the long-running BBC comedy Last of the Summer Wine. The town is home to the University of Huddersfield and the sixth

form colleges Greenhead College, Kirklees College and Huddersfield New College Huddersfield is a town of Victorian architecture and beauty. Huddersfield railway station is a Grade I listed building described by John Betjeman as 'the most splendid station facade in England' second only to St Pancras, London. The station is less than 2 miles from the academy.

### Banks and shopping

Many of the national banks and building societies have branches not only in the town centre but also in many of the outlying village areas. And.... finally shopping! The town hosts a range of shopping experiences including a haven for independent shopping, the Byram Arcade which is the town's oldest Victorian arcade and a great place to visit. It is spread over three floors, in the heart of the town centre and is home to specialist shops selling fashion, vintage, arts, crafts, and gifts, plus several cafés. We also have the Kingsgate Centre, an undercover shopping facility with all the expected high street brands. The full range of supermarkets and a market are also available in the town.



## THE SELECTION PROCESS

### How to Apply

Thank you for taking time to read and digest our information. If you wish to apply for the post of **Educational Teaching Assistant** at Moor End Academy, then you should:

- Follow the link to complete the online application form;
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees with one being your current employer (with email addresses if possible). Do not enclose additional CVs;
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of Moor End;
- Submit your application by 9 am Friday 2<sup>nd</sup> July 2021. *Late applications will not be considered.*

### Time table for the selection process

- Closing date for applications: Thursday 16<sup>th</sup> September 2021 at 9.00am
- References requested: Following successful shortlisting
- Interview Date: To be confirmed

#### **Please note: Visiting the Academy**

To ensure a fair process we will not be offering tours or visits to the academy prior to short listing. The opportunity to tour the academy etc. will form part of the interview process.

If you have not been contacted within the timescales outlined above, we regret that you will not have been offered an interview on this occasion and feedback from paper applications is not provided.

Successful applicants will be required to undertake a Criminal Record Check via the DBS. The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



## Why become an ETA at Moor End Academy?

At Moor End Academy inclusion is at the heart of all practice. We passionately believe in placing the students at the centre of all practice, working with students to explore creative solutions to support them to achieve ambitious outcomes.

We are seeking to recruit ambitious and creative ETAs that will join the Special Educational and Disabilities team. The successful candidate must have a thorough understanding of the education system and the importance of removing barriers for young people. ETAs are a significant part of the staff body providing personalised support to some of our most vulnerable students.

The role will entail a variety of responsibilities including providing in-class support, collaborating with teachers, delivering intervention packages and liaising with external partners. We offer an extensive professional development package dedicated to ETAs, in addition to whole school professional development.

As an ETA you will have opportunities to work alongside experienced pastoral staff and receive guidance from our SENDCo and SEND teacher. Our current Special Educational Needs team is both skilled and willing to develop professionally in order to meet the demands of our cohort. Each member of the SEND team focuses on an area of expertise to further develop sharing best practice and supporting colleagues across the Academy. These include: Social, Emotional and Mental Health, Autism, Speech and language and Dyslexia.

Moor End Academy is an outstanding school where SEND is embedded into Academy life. If you want to develop your skills and knowledge and be part of a highly rewarding, vibrant and creative team, then we'd love to hear from you!

**Please ensure that you outline your suitability, SEN expertise and/or areas of interest within special educational needs within your supporting statement**

# Moor End Academy

**E = Essential**

## Person Specification

**D = Desirable**

	ATTRIBUTES		RELEVANT CRITERIA	HOW IDENTIFIED	RANK
1.	<b>RELEVANT EXPERIENCE</b>	1.1	Experience of working with children age 11-16	Application Form/ Selection Process	E
		1.2	Experience of working in a school setting		E
2.	<b>EDUCATION AND TRAINING ATTAINMENTS</b>	2.1	Numeracy and Literacy skills to a level to assist student's with their work	Application Form/ Selection Process	E
		2.2	GCCE or equivalent at Grade C and above in Maths, English and Science	Application Form/ Selection Process	E
		2.3	Level 3 for Teaching Assistants or equivalent qualifications or experience	Application Form/ Selection Process	E
		2.5	Qualification in braille or a willingness to undertaken the qualification	Application Form/ Selection Process	E
3.	<b>GENERAL AND SPECIAL KNOWLEDGE</b>	3.2	Understanding of Child Development and Learning	Selection Process	E
		3.3	Understanding and commitment to Equal Opportunities.	Selection Process	E
		3.4	Displays commitment to the protection and safeguarding of children and young people	Selection Process	E
	<b>ATTRIBUTES</b>		<b>RELEVANT CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>RANK</b>
4.	<b>SKILLS AND ABILITIES</b>	4.1	Effective use of ICT to support learning	Application Form/ Selection Process	D
		4.2	Ability to assist the teacher in planning class activities.		D
		4.4	Ability to relate to children and adults		E
		4.5	Ability to work as a team member		E

5.	<b>ANY ADDITIONAL FACTORS</b>	5.1	Understanding of relevant policies/codes of practice and awareness of relevant legislation	Selection Process	E
		5.2	Willing to undertake training and development as required.	Selection Process	E

## Moor End Academy

<b>JOB TITLE:</b>	ETA SEND
<b>GRADE:</b>	6
<b>ACCOUNTABLE TO:</b>	Assistant Principal SENDCo
<b>HOURS:</b>	30 hours per week

### **Purpose of Job:**

To work under the guidance of teaching/senior staff to implement and oversee agreed work programmes with individuals/groups, in or out of classroom. This could include those requiring detailed and specialist knowledge in particular areas and will involve assisting the teacher in the whole planning cycle and the management/preparation of resources.

### **Responsible for:**

- Teaching Support
- Intervention Support
- Student Support
- Curriculum Activities
- General support to SEND department

### **Main duties:**

#### **Teaching Support**

- To undertake duties in accordance with Academy practices and procedures, ensuring the post holder actively upholds and promotes the philosophies of the Academy.
- To work under the guidance of the class teacher/line manager to provide targeted in class support.
- To plan and monitor students learning, ensuring progress is clearly logged following the relevant systems and relates to the learning objectives/goals for students.
- Under the guidance of the teacher and SENDCo, provide supplementary activities and assist with the progress and attainment of targeted students.
- Under the guidance of the teacher, provide targeted support to students based on curriculum learning activities to consolidate learning.
- Under the guidance of the teacher ensure equipment or materials are suitable for the learning activities. Prepare materials and teaching aids where necessary.
- To participate in and assist in supervision of educational visits, in conjunction with the teacher/line manager.



- Promote good behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.

## **2. Student Support**

- To plan, deliver and monitor interventions for targeted students.
- Actively encourage the inclusion of all students to participate in the life and activities of the Academy and access the national/appropriate curriculum to the best of their ability.
- To provide individual assistance or assistance within small groups through implementing behaviour plans, *One Page Profiles* and teaching strategies etc., to maximise their achievements.
- To act as a key worker and advocate for identified students; liaising with parents/ carers, teachers and relevant staff on a regular basis
- As required, support with the personal care and comfort of students, i.e. Toileting and intimate care issues (as per Academy guidance and direction).
- Contribute to plans, reviews and evaluations for students by writing reports on student' progress and attendance at meetings.

## **3. Curriculum Activities**

- To maintain stock of resources, ordering new replacements as agreed with colleagues, to support the work across the team in its delivery of service.
- To contribute in the presentation of students' work and maintenance of display areas.
- To assist with the preparation and tidying of the classroom and SEND base.
- To attend and contribute to duty related meetings as required.
- To assist in the planning and implementation of structured and agreed learning activities/teaching programmes.

## **4. General**

- To undertake such other duties and responsibilities of an equivalent nature, as may be determined by the post holder's supervisor from time to time, in consultation with the post holder.
- The post holder's duties must at all times be carried out in compliance with the Academy's Equal Opportunities Policy and other policies designed to protect employees from harassment.

- a) Take reasonable care of the health and safety of self, other persons and resources whilst at work.
  - b) Co-operate with management of the Academy as far as is necessary to enable the responsibilities placed upon the Academy under the Health and Safety at Work Act to be performed, e.g. operate safe working practices.
  - c) It is the duty of the post holder not to act in a prejudicial or discriminatory manner towards employees. The post holder should also counteract such practice or behaviour by challenging or reporting it.
- As appropriate to assist with the induction and mentoring of new staff within the remit of the role.

#### Other duties

- To undertake other duties commensurate with the post, as required by the academy.

#### Generic Support Staff Requirements

- Uphold the professional standards expected of every member of Academy staff in all dealings with colleagues, students, parents / carers and the wider community.
- Adhere to the principles expressed in the aims of the Academy.
- Actively contribute to the continued development of the Academy by attending training, participating in relevant meetings, and leading of areas of expertise, to share best practice.
- To contribute to the development of the academy attendance strategy.
- Be a positive, collaborative team member.
- Apply Academy policies in all aspects of the role.
- Keep up to date with all aspects of the safeguarding children policy as it applies to the post.

Line Manager signature \_\_\_\_\_ date \_\_\_\_\_

Post-Holder signature \_\_\_\_\_ date \_\_\_\_\_