# CASTLE PRIMARY ACADEMY

Astrea Academy Trust
INSPIRING BEYOND MEASURE

**Teaching Assistant**

**CANDIDATE PACK**

# Open Letter from our Principal

Dear Candidate,

Thank you for your interest in this role within our school.

We are a small and friendly, family school who believe in giving children the best possible education and care so that they make a successful start on their learning journey.

You would be joining the school at an exciting stage in our development as we make the journey towards excellence. We are a small but highly committed staff who are looking for an enthusiastic and creative teacher to join our team.

The school is situated in the community of Conisbrough on the outskirts of Doncaster and benefits from good working relationships with parents and enthusiastic children.

If you follow this link it will take you to our website where you will find more information about the school. https://www.astreacastle.org

You are also most welcome to visit the school and/ or contact me at admin@astreacastle.org with any questions you may have.

I look forward to meeting you.

**Ann-Marie Mason**

**Executive Principal at Castle Academy**

# We can offer you:

*Enthusiastic and caring children who are keen to learn.*

*An opportunity to be part of an inspiring team that plays a central role in the broad and diverse community it serves.*

*An opportunity to make a difference to the lives of the young people and families in Doncaster.*

*Commitment to your continuing professional learning and career development.*

*A hardworking team who are committed to promoting high achievement across the curriculum and school .*

*A good humoured, industrious, highly skilled and enthusiastic staff team.*

*Supportive and effective leadership.*

*Access to the Teacher's Pension Scheme and our Employee Assistant Programme.*

*Astrea Academy Trust is fully committed to being diverse and inclusive workforce where together we can embrace each other's unique individuality, background and heritage. We believe that by reflecting and representing the communities and people we serve, we will better and further the life chances of our pupils.*

# Job Description

JOB TITLE:
Teaching assistant

REPORTING TO:
Head of School

SALARY RANGE:
Grade 5

ACTUAL SALARY IF PRO RATA:
Insert if applicable

CONTRACT TYPE:
Permanent

WORKING PATTERN:
Term time only

# Role Description

## Purpose

Your role as a Teaching Assistant will be to support in shaping the education of our children, you will make everyday count and provide high quality and memorable learning for everyone in our school.

You will work alongside an exceptional and supportive team of professionals, both teachers and wider support staff who strive to deliver outstanding learning and develop individuals who become confident, lifelong learners with aspirations for their futures.

## Main Duties and Responsibilities

- Encourage pupils to engage with each other and to take part in school led activities (including on off-site visits)
- Understand the barriers pupils may face and support the needs of the children to ensure that every child can reach their full potential
- Assist with the supervision of pupils at break and lunch times
- Inspire the pupils to become independent and able to express themselves in an age appropriate manner
- Support the teaching staff with regards to child learning and behaviour
- Support whole class teaching, lead small group interventions and work with individual pupils as required
- Ensure a high standard of behaviour and academic work
- Act in line with school and trust policies
- Subject to working pattern agreed, you may be required to lead wrap around activities
- All employees are required to meet the expected level of performance necessary for undertaking their role, whilst demonstrating positive behaviours in line with Trust Values.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all employees to share this commitment.

# Person Specification

## Experience, skills and knowledge

- Ability to communicate well with staff and pupils
- Knowledge of the curriculum
- Ability to make observations and written reports on pupils during classroom sessions
- Confident in carrying out tasks and problem solving
- Resilience
- Work well as part of a team, however can also work independently to meet targets
- Have high expectations of themselves and of pupils

## Education and Qualification

- GCSE Maths and English Grade C/4 or above education or equivalent
- A good standard of literacy and numeracy
- NVQ level 2/3 for Teaching assistants – desired

**This is not exhaustive.**

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy

# About Astrea

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools. Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that. We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve. With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality.

## Key Characteristics of our academies:

- High aspirations, with a firm emphasis on academic attainment
- A knowledge-rich curriculum that develops a general knowledge of the world not simply for progression for the workplace, but for the love of the acquisition of knowledge
- A calm and purposeful learning environment built on mutual respect and centralised behaviour systems
- Outstanding pastoral care with the provision of specific trust delivered SEMH services where appropriate to the pupil
- Standardised reading and arithmetic catch-up programmes for pupils where this is relevant that are taught by specialists
- Active parental and community involvement
- A broad range of extra-curricular activities including sports, music, performing arts and academic clubs

## Objectives for pupils:

- Encourage all children to be confident, hard-working and ambitious, regardless of background
- Transmit a core body of knowledge to all pupils and the ability to think for themselves in order to be aware of the world around them
- To be active and thoughtful participants in their local community
- To be successful in achieving their qualifications at both GCSE and A Level

## A knowledge-rich education:

- By a knowledge-rich education we mean a rigorous and extensive, knowledge-based education that draws its material and methods from the best and most important work in both the humanities and the sciences.

- The aim of a core-knowledge education is not primarily to prepare pupils for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.

- We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge- rich education should not confine itself to the Western canon, but should embrace other cultures and traditions. What that canon includes will be subject to review, but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

View the Astrea 2025 Strategy here

Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.

disability confident EMPLOYER

Astrea Talent Programme

*We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.*