



Teaching Assistant (Reading Interventions)

Ormskirk School



Dear Applicant,

Thank you for your interest in the position of Teaching Assistant at Ormskirk School.

The Endeavour Learning Trust board and I are delighted to provide the enclosed information about the role and our School. I hope you find it helpful and on behalf of the whole school community, I would like to take this opportunity to extend a very warm welcome.

Endeavour Learning Trust is a growing Trust in the North West, currently spanning South Ribble, West Lancashire and North Sefton. In our family of schools at this point in our growth, we have four secondary schools and two primary schools formally within the Trust.

Our mission and values provide a clear framework for us to work to. We are absolutely committed to serving our communities to ensure that every child achieves their potential by providing the highest quality educational experience in a truly inclusive way.

As a Trust, we don't believe in a one-size-fits-all approach for our schools or our students. We respect and celebrate individuality, working with a clear determination to support our children, colleagues and communities both collectively, and individually, to flourish and thrive through a rich and transformational provision.

We believe in the value of collaboration, and everybody working with the Trust shares a collective responsibility for the success of all of our children. We also recognise that we will never be successful in delivering our vision for our young people unless our colleagues are supported, nurtured and developed to achieve their full potential with us. That's why we are equally committed to ensuring every colleague benefits from the best possible employment experience where high-quality CPD and a sincere approach to supporting wellbeing enable our colleagues to achieve their own aspirations for their career.

We hope the enclosed information will give you good insight into our School & Trust.

We look forward to viewing your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'DLC', written in a cursive style.

David Clayton
Chief Executive

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.

ENDEAVOUR LEARNING TRUST

OUR SCHOOLS



Teaching Assistant

Part time, Fixed term & Term time only

Grade 6 SCP 11-19

FTE £27,269 - £31,067

Pro Rata £19,986.65 - £22,770.38

Are you looking for a role where each day is different, filled with experiences that are both challenging, enjoyable and fulfilling? A position where you can take pride in knowing you've made a genuine impact on the lives of young people? Ormskirk School is delighted to offer an exciting opportunity for a Teaching Assistant to join our dynamic and supportive team. We are looking to appoint an experienced TA to plan, teach and deliver interventions to Key Stage 3 and Key Stage 4 children, who have been identified as requiring additional support to make rapid progress in reading. The post will include working with the reading lead in school and developing for reading for pleasure strategy with our wonderful students.

As a Teaching Assistant, you will play a vital role in creating a supportive and inspiring learning environment where students feel confident and motivated to achieve their best. We are looking for an individual with a passion for working with young people, who has a commitment to ensure that all pupils make the best possible progress in their academic, social and independent skills.

Why us?

- Join a positive, supportive and encouraging team
- A fantastic Local Government Pension Scheme – 18% employer contribution!
- Free on-site parking
- Modern and well resourced school environment
- 24/7 access to employee wellbeing services (inc counselling, wellbeing support etc)
- Encouragement of further and continued professional development
- Term time only employment which supports long holidays
- Access to a Blue Light Card with thousands of discounts and savings on big brands!

We welcome staff who share our commitment to help children experience better days and better lives. Through ongoing development and training, we ensure our staff are well prepared for their jobs and given every opportunity to extend their skills.

ADDITIONAL DETAILS

This role is part time, fixed term until 31st August 2026 and term time only plus inset days, working 31.25 hours per week between 8:30am-3:15pm Monday to Friday.

HOW TO APPLY

Please complete an online application form in full along with a personal statement to support your application and outline the relevant experience you can bring to Endeavour Learning Trust.

Applications should be submitted by 9am on Thursday 5th December 2024

Interviews are to be held on Monday 9th December 2024

If you require any further information please contact our Heads PA, Kirstie at k.may@ormskirk.lancs.sch.uk

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

Job Description



Teaching Assistant L3

Ormskirk School

To complement the professional work of teachers by taking responsibility for various programmes under an agreed system of supervision.

This will involve planning, preparing and delivering learning activities for individuals/groups and monitoring students and assessing, recording and reporting on students' achievement, progress and development.

Main Activities

- Assess the needs of students and use detailed knowledge and specialist skills to support students' learning
- Establish productive working relationships with students, acting as a role model and setting high expectations
- Promote the inclusion and acceptance of all students within the ~~classroom~~ group
- Encourage students to interact and work co-operatively with others and engage all students in activities
- Promote independence and employ strategies to recognise and reward achievement of self-reliance
- Provide feedback to students in relation to progress and achievement
- Support students consistently whilst recognising and responding to their individual needs

Support for the Teacher

- Organise and manage appropriate learning environment and resources
- Provide objective and accurate feedback and reports as required on student achievement, progress and other matters, ensuring the availability of appropriate evidence
- Record progress and achievement in activities systematically and providing evidence of range and level of progress and attainment
- Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence
- Support the role of parents in students' learning and contribute to meetings with parents to provide constructive feedback on student progress/achievement etc.
- Monitor and evaluate student responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives

Support for the Curriculum

- Deliver learning activities to students within agreed system of supervision, adjusting activities according to student responses/needs
- Deliver local and national learning strategies and make effective use of opportunities provided by other learning activities to support the development of students' skills
- Use ICT effectively to support learning activities and develop students' competence and independence in its use
- Advise on appropriate deployment and use of specialist aid/resources/equipment
- Select and prepare resources necessary to lead learning activities, taking account of students' interests and language and cultural backgrounds

PERSON SPECIFICATION

	Personal Attributes required (on the basis of the job description)	Essential (E) Or Desirable (D)	Identified by: Application Form (AF), Interview (I), Test (T) or REF
QUALIFICATIONS	NVQ Level 3 or 5 GCSE's (or equivalent) A*-C including English and Mathematics / Grade 9 to 5	E	AF
	First Aid Qualification (qualification not essential at point of application as training will be given if required)	E	AF
EXPERIENCE	Experience of working with or caring for children of relevant age	E	AF
	Experience of working in a relevant classroom/service environment	E	AF
	Experience of administrative work	D	AF
	Experience of supporting pupils with challenging behaviour	E	AF
	Experience of delivering English intervention programmes	E	AF
	Experience of delivering NTP programmes	D	AF
	Experience of resources preparation to support learning programmes	E	AF
	Use of ICT as a support to learning	E	AF
	Understanding of statutory frameworks relating to teaching and learning	E	AF/I/R
SKILLS AND ATTRIBUTES	Ability to build effective working relationships with all pupils	E	AF/I/REF
	Ability to work as part of a team	E	AF/I/REF
	Good communication skills	E	AF/I/REF
	Ability to relate well to parents/carers	E	AF/I/REF
	Ability to supervise and assist pupils	E	
	Time management and organisational skills	E	AF/I/REF
	Knowledge of classroom roles and responsibilities	E	AF/I/REF
	Knowledge of the concept of confidentiality	E	I/REF
	Ability to adapt own approach in accordance with pupil needs	E	AF/I
	Administrative skills	E	AF/I
	Knowledge of National Curriculum	E	AF/I
	Knowledge of English and Maths strategies	E	AF/I
	Ability to assess and report on the progress and development of children	E	AF/I/REF
	Ability to make effective use of ICT	E	AF/I/REF
	Ability to plan and deliver work programmes	E	AF/I/REF
PERSONAL ATTRIBUTES	To have high expectations of all pupils, respect for their social, cultural, linguistic, religious and ethnic backgrounds; commitment to raising educational achievements.	E	AF/I

	Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work	E	AF/I
	Able to improve their own practise through evaluation and discussion with colleagues.	E	AF/I
	Flexible attitude to work	E	AF/I
OTHER	Commitment to equality and diversity	E	I
	Commitment to health and safety	E	I
	Commitment to attendance and punctuality at work	E	I
	Commitment to safeguarding and protecting the welfare of children and young people	E	I
	Compliance and adherence to the document 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings'	E	I
	Compliance and adherence to the document 'Guidance for Conduct'	E	I
	Clearance through the Disclosure and Barring Service - (Clearance is required before confirmation of appointment)	E	AF/I