



Candidate Information
Teaching Assistant Level 2
One to One Fixed Term 31.8.2021
St James CE Academy

About the Multi Academy Trust (MAT)



The MAT

The Diocese of Coventry MAT Academies are:

- Transformational
- Aspirational
- Sustainable
- Motivational
- Purposeful

They are recognised for their distinctive and inclusive Christian ethos and for the impact this has on raising educational standards. An effective Church Academy will demonstrate its Christian distinctiveness by providing an aspirational and holistic education which enables all children and staff to develop and achieve to their full potential.

Our Vision

To build a better future for all within our Academies who in turn will positively impact on their communities.

Our aspirational and measurable outcomes are:

- Every lesson to be good or better
- Every child expected to make progress at least, and for many, above national expectations
- Every Academy to be well led and governed
- All teachers motivated to self-improve and aspire to excellence
- All academies to be judged good or better at Section 48 inspections

About the Role

The trust is looking to appoint an inspirational and highly effective Teaching Assistant who is committed to contributing to St James CE Academy to reach educational excellence and further develop the distinctive Christian character of educational provision and the school community.

The academy opened in April 2014 and achieved an Ofsted judgment of 'Good' in January 2017. The successful candidate will have the opportunity to work with the leadership team and wider MAT team to develop the academy further.

Applications

Thank you for your interest in this post. Candidates are welcome to visit the school. Please contact Carole James on 02476 313227 to make arrangements

Please note the closing date for applications is **Midnight Wednesday 30th September 2020.**

Completed applications and supporting documents should be sent via email to carole.james@stjames.covm.t.org or posted to Carole James, School Business Manager, St James CE Academy, Barbridge Road, Bulkington, Bedworth, CV12 9PF

Our Diocese

The Diocesan Board of Education seeks to serve and equip the Church School family in a variety of ways. The Diocesan Director of Education, Canon Linda Wainscot, is supported by a team of highly qualified, experienced and well-regarded professionals who aim to:

- 'be there' for our church school family and act as a central reference point supporting pastorally and professionally;
- Facilitate creative and flexible networking between schools;
- Promote excellence and distinctiveness within the family of church schools/academies and beyond;
- Share best practice collectively;
- Provide professional development for staff at all stages of their careers and for governors;
- Support the development of flexible partnerships;
- Promote the establishment of new church schools;
- Support the process of Academy conversions;
- Work in partnership with schools and other agencies to effect school improvement;
- Represent church schools to the wider church, to diocesan groups, in the press and in the public and community debate
- Ensure equality of opportunity including managing Admission Appeals;
- Protect the status of church schools and promote the importance and the continuation of the voluntary sector

Linda Wainscot, DDE

'I believe that schools are at the heart of the Church's mission to the nation and play a very important role in the life of their own parishes and communities.

The Diocese is proud of its Church of England Schools which educate about 17,000 children and young people. The headteachers, staff and governors strive to promote the highest quality in everything they do, living and working in the values of Jesus Christ every day. Our schools are a significant part of the Church family of the Diocese. Seeking to build communities of care and understanding, they witness to God's love for each person and reflect God's desire for the world to be a better place for us all to live in.'

Bishop Christopher

The headteacher is described as a breath of fresh air. Both the headteacher and RE and worship coordinator have been involved in the Church School Leadership Programme and the insights from this are helping to ensure that Christian distinctiveness is at the heart of the school's improvement strategies. The school prides itself on its inclusive and respectful Christian practice. There have been no exclusions and absences are rigorously followed up. The headteacher focuses on the positive and empowers staff and children to achieve their best. Collective worship permeates the life of the school and is enjoyed and valued by all learners and staff. Themes focus on Christian values and are usually led by staff, clergy and other external presenters. Children refer to how the current value of service as well as other values of friendship; creativity and peace help them become better people. Worship teaches children about major events in the Anglican year and helps them understand about issues both around the world and locally.

SIAMS March 2015

Our Academies



St Laurence's CofE Academy
Old Church Road
Coventry
CV6 7ED



St Oswald's
Addison Road
Rugby
CV22 7DJ



St Bartholomew's CofE Academy
Bredon Avenue, Coventry
CV3 2LP



St Michael's
Hazel Grove
Bedworth
CV12 9DA



Queens CofE Academy
Bentley Road
Nuneaton
CV11 5LR



Leamington Academy, B
Leamington
CV23 8EA



Stretton CofE Academy
Stretton Avenue
Coventry
CV3 3AE



Leigh CofE
Plants Hill Church
Tile Hill, Coventry
CV4 9RQ



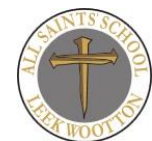
St James CofE Academy
Barbridge Road
Bulkington, Bedworth
CV12 9PF



Salford Priors
School Road
Salford Priors
WR11 8XD



Harris CofE Academy
Harris Drive
Overslade Lane, Rugby
CV22 6EA



All Saints C
Warwick Road
Leek Wootton
CV35 7QR

Joining March 2018



St Nicolas CofE Academy
Windemere Avenue
Nuneaton
CV11 6HJ



Joining March 2018

Burton Green CofE Academy
Hob Lane
Burton Green, Coventry
CV8 1QB



Studley St Mary's CofE Academy
New Road, Studley
B80 7ND



Joining Shortly

Long Itchington CofE Academy
Stockton Road
Long Itchington, Southam
CV47 9QP



St John's CofE Academy
Winsford Avenue
Coventry
CV5 9HZ



Joining Shortly

Southam St James CofE Academy
Tollgate Road
Southam
CV47 1EE



Central MAT Office
The Diocese of Coventry Multi Academy Trust
The Benn Education Centre
Claremont Road
Rugby, CV21 3LU

Job Title Teaching Assistant Level 2

Job Description

CORE PURPOSE

Working under the overall direction of the responsible teacher, assist and support teaching and learning; provide for general care, safety and welfare of pupils and work with individuals or groups of pupils with complex health care and/or learning needs.

JOB DETAILS

The post will be included in the MAT performance review scheme and salary progression will be linked to the outcomes of the scheme. This job description is not necessarily a comprehensive definition of the post, it will be revised at least once a year, and it may be subject to modification or amendment at any time after consultation with the holder of the post.

MAIN ACTIVITIES

You will be expected to:

- Contribute to curriculum planning and evaluation and assist in implementation.
- Assist in the delivery of lessons/sessions and

interact with the teacher and pupils as required.

- Undertake agreed learning activities or teaching interventions and adjust according to pupil responses.
- Support and use ICT in learning activities and develop pupils' competence and independence in its use.
- Support individuals or groups during independent or group work.
- Occasional support to whole class for short periods.
- Help pupils develop communication skills and role play activity.
- Promote inclusion and acceptance of all pupils, encourage them to interact and work co-operatively and engage in activities.
- Promote independence and development of self-esteem.
- Assist in the personal, social, emotional development of pupils

and development of self-esteem.

- Assist with the development and implementation of IEPs/behaviour plans.
- Use any specialist skills/knowledge/training to provide support in specialist area.
- Encourage and reinforce positive interactions between pupils working within any behaviour targets set.
- Identify and report uncharacteristic behaviour patterns.
- Assist with pupil intervention strategies following training, e.g. physical restraint.
- To provide personal/hygiene support to pupils as required by personal plans.
- To undertake first aid training and provide first aid cover if required.
- Assist with parts of lesson/activity planning, delivery and evaluation.

- Monitor individual/group achievements of key objectives and feedback to the teacher.
- Contribute to pupil assessment through observation and reporting.
- Record information relevant to assessment and review of pupil's progress.
- Attend review meetings where relevant for individual pupils including those connected to Education and Health plans.
- Support implementation of strategies to manage pupil behaviour and help manage pupil behaviour.
- Undertake routine and non-routine administrative tasks.
- Liaise with parents/carers, specialist teachers and other professional staff and share and provide information.
- Understand and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person.

- Understand the schools policies relevant to the specialists subject/support provided and how they relate to local and national frameworks/policies.
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/aims of the school.
- To attend staff meetings and relevant CPD.
- To keep informed of school policy and updated information.
- To provide supervision of pupils, including supervision of the playground during playtime, and promotion of positive play activities under the supervision of the teachers and senior leaders.
- To participate in the MAT performance review system for your designation.

DEVELOPING SELF AND WORKING WITH OTHERS

Effective relationships and communication are important in a school role and you will be expected to manage yourself and your relationships well. Through professional reviews and

effective continuing professional development practice you will be expected to achieve high standards. You will be committed to your own continuing professional development.

This will include:

- Valuing people and treating them fairly, equitably and with dignity and respect to create and maintain a positive school culture in accordance with the Christian beliefs underpinning the school.
- Ensuring own CPD includes developments in education.
- Develop and maintain a culture of high expectations for self.
- Regularly reviewing own practice, setting personal targets and taking responsibility for own personal development.
- Managing own workload to allow for reflection and an appropriate work/life balance.

KEY ORGANISATIONAL ACTIVITIES

The post holder will contribute to the school's objectives in service delivery by:

- Enactment of Health and Safety

requirements and initiatives as directed.

- Ensuring compliance with Data Protection legislation.
- At all times operating within the school's Equal Opportunities framework.
- Commitment and contribution to improving standards for pupils as appropriate.
- Contributing to the maintenance of a caring and stimulating environment for pupils.

SUPPORTING THE WORK OF THE MULTI ACADEMY TRUST

As part of the Diocese of Coventry Multi Academy Trust the teaching assistant will be expected to develop and maintain strong, positive relationships with colleagues in the Multi Academy Trust, within the family of Multi Academy Trust academies and the Diocesan family of schools.

STRENGTHENING THE COMMUNITY

Schools exist in a distinctive social context, which has a direct impact on what happens inside the school. School leadership should commit to engaging with the internal and external school community to secure equity and entitlement. All staff should collaborate with other

schools in order to share expertise and bring positive benefits to their own and other schools. They should work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the well-being of all children.

This will include:

- Building a school culture and curriculum which takes account of the Church Foundation and the richness and diversity of the school's communities.
- Creating and promoting positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- Ensuring learning experiences for pupils are linked into and integrated with the wider community, the local church and diocesan communities.
- Ensuring a range of community-based learning experiences, including building links with local churches and Coventry Diocese.
- Collaborating with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families
- Creating and maintaining an effective partnership with parents and carers, (including those who may be described as 'hard to

reach', those with learning disabilities and those for whom English is an additional language), to support and improve pupils' achievement and personal development.

- Building bridges with the school's diverse communities, seeking opportunities to invite the whole range of parents and carers, community figures (including clergy and church representatives), businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contributing to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operating and working with relevant agencies to protect children.

SAFEGUARDING CHILDREN AND SAFER RECRUITMENT

This school is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share this commitment. The teaching assistant plays a role in this within the school and the post is subject to enhanced

DBS disclosure, prohibition and disqualification checks.

St James CE Academy will ensure that:

- The policies and procedures relating to safeguarding and safer recruitment and adopted by the governing body are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities in relation to safeguarding, including taking part in strategy discussions and other

inter-agency meetings and contributing to the assessment of children.

- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

ADDITIONAL DETAILS

Whilst every effort has been made to explain the main duties and responsibilities or

the post, each individual task undertaken may not be identified. Staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. This job description will be reviewed annually and the Headteacher reserves the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.



Person Specification

Personal Qualities, Qualifications and Experience		Measured By				
		Essential	Desirable	Application	Interview Process	References
Qualifications and Training						
1	A good general education, including GCSE English and Maths or equivalent.	X		X		
2	Hold a recognized and relevant NVQ Level 2	X		X		
3	Evidence of continuous professional development relating to curriculum, teaching and learning		X	X		
Professional Experience and Knowledge						
1	Have good communication and listening skills and be able to present information verbally and in writing to others.	X		X	X	
2	Have attended further training on aspects of the curriculum or areas of specific special need	X		X	X	
3	Understand schools' policies and how they relate to local and national frameworks/policies, e.g. (child protection, health and safety, equal opportunities, SEN, etc.)	X		X		
4	Can plan own work when required	X		X		
5	Can transfer theory/training into practice	X		X		
6	Can solve problems and can exercise initiative and independent action	X		X	X	
7	Is proactive in offering ideas	X		X		
8	A commitment to professional development	X				
Skills and Abilities						
1	Have additional communication skills, e.g. sign language		X	X		
2	Have experience of TA work	X		X		
3	Have a good level of knowledge and understanding of SEN and areas of the curriculum		X	X		
4	Can use ICT effectively to support learning and use other technology equipment		X	X		
Personal Qualities						
1	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and Christian ethos of the school	X		X	X	
2	Is articulate and approachable with excellent interpersonal communication skills both verbally and in writing	X		X	X	
3	An exemplary record of health and punctuality	X		X	X	X
6	To ensure effective curriculum delivery through differentiation	X		X		
7	To work collaboratively and effectively as part of a team	X		X	X	
8	To work with colleagues in providing for the intellectual, physical, social, spiritual and emotional needs of the children	X		X	X	