

EARLY YEARS TEACHING ASSISTANT RECRUITMENT PACK



July 2024

Meet our Headteacher



Lisa Millington

Headteacher

Thank you for showing an interest in Longlands Primary School. I hope you find this information useful and that it gives you a flavour of life at our thriving school.

At Longlands Primary School we are proud of our students and staff, and the positive atmosphere they create. It's important to us that we provide academic vigour within a supportive and inviting environment where pupils enjoy learning, feel safe and make a positive contribution.

Success is celebrated in the knowledge that this will encourage greater achievement in the future.

Ours is a caring school where the children are warmly received and encouraged throughout their time with us to aim high, fulfil their potential and engage with all the opportunities the school has to offer.

We firmly believe that for this to be best achieved we must establish a genuine partnership between home and school...this is where you come in!

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our school into the future.

Job description



Post title

Early Years Teaching Assistant



Salary

Grade 5 £12.18/hr



Hours of work

27.5 hours per week, term time only.



Post status

Permanent

We offer

- An environment where each person is valued equally
- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway Career development opportunities including funded NPQ qualifications.
- An enthusiastic and supportive team
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice.
- Benefits including funded counselling, physiotherapy and GP and other medical support.

Purpose

To support the class teacher in the delivery of the Early Years Curriculum, to individuals and groups of pupils, initially in our nursery class. To work in partnership with parents, teachers and the school to establish a supportive, nurturing learning environment in which all children make excellent progress.

Why this role above others?

This is an exciting opportunity to join our team at the vibrant and aspirational Longlands Primary School and Nursery. We are looking to appoint a caring, reliable and enthusiastic individual to work as part of our team in the Early Years. The successful applicant will be joining a fantastic team at a vibrant and creative school.

Any questions in regard to the role can be raised with Lisa Millington, headteacher, who would be happy to help.

admin@lon.mmat.co.uk

Responsible to:

The Assistant Headteacher.

Outline of role

Support for Pupils:

- Supervise and support pupils, ensuring their safety and access to learning, forming a close bond with the children.
- Attend to pupils' personal needs and assist with their development.
- Establish constructive relationships with pupils and interact with them according to individual needs, to be enthusiastic about children and enjoy learning from them.
- Promote the inclusion and acceptance of all pupils.
- Encourage pupils to interact and work co-operatively with others and engage in learning activities.
- Set challenging and demanding expectations for pupils and promote self-esteem and independence.
- Provide feedback to pupils in relation to progress and achievement under the guidance of the teacher, understand how children learn and how to move children's learning forward.

Support for Teacher:

- Establish an effective and purposeful learning environment in partnership with the teacher and other colleagues.
- Work as part of the team, supporting the nursery teacher in their role.
- Assist with planning of learning activities, using the knowledge of children's abilities and child development.
- Ensure the setting is organised, tidy, safe secure and facilitating for the children.

Main duties:

- Prepare the classroom, as directed, for lessons and clear afterwards.
- Assist with the display of pupils' work.
- Ensure the timely and accurate design, preparation and use of specialist equipment/ resources/ materials.
- Promote positive pupil behaviour, dealing promptly with incidents in line with established policy and encourage pupils to take responsibility for their own behaviour within and outside the classroom.
- Use strategies, in liaison with the teacher, to support pupils to achieve learning goals.
- Monitor pupils' responses to learning activities and accurately record achievement/ progress as directed.
- Make observations of children and use these to inform planning (by contributing to the planning meetings) and assessment of the children.
- Be aware of and comply with policies and procedures relating to child protection, health and safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure that pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos, work and aims of the school.
- Facilitate and support the role of other professionals.
- Attend and participate in relevant meetings, as required.
- Participate in training and other learning activities and performance development, as required.
- Assist with the supervision of pupils at lunchtimes.
- Accompany teaching staff and pupils, as appropriate, on visits, trips, and out of school activities.

Community responsibilities:

- Effective dialogue with parents in accordance with school policies.
- Attend and support community events as required.

In addition to the above all Marches Academy Trust staff are required to:

- Adhere to policies and procedures, including Equality and Diversity and Health and Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Undertake appropriate training and development as required.
- Participate in the Performance Review Cycle.
- Demonstrate excellent Customer Care in dealing with all customers.
- Ensure positive effective working relationships with the school teams, stakeholders and partners.

Objectives and outcomes:

- To be agreed with the successful post-holder once appointed.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may have opportunities to work in other schools within The Marches Academy Trust.








Safeguarding:




Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

- Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting.

Person specification

	 Essential	 Desirable
 Qualifications and training	<ul style="list-style-type: none"> • Good numeracy and literacy skills (GCSE/O -level A-C grade or equivalent) • Teaching Assistant Level 3 or equivalent (Early Years Educator qualified) 	<ul style="list-style-type: none"> • Paediatric first aid qualification • 5 GCSE's or equivalent, including English and Maths
 Experience and Knowledge	<ul style="list-style-type: none"> • Experience of working with children within the Early Years learning environment • An understanding of the principles of child development and the learning processes gained from working with children in a learning environment • Knowledge and experience of resources to support learning • An understanding of the EYFS Welfare Requirements 	<ul style="list-style-type: none"> • Effective use of ICT to support learning • An understanding of the new EYFS Curriculum and Development Matters • Ability to plan and organise effectively • An awareness of the different needs of pupils and how to support these
 Abilities and Skills	<ul style="list-style-type: none"> • To build and maintain effective relationships with all pupils and colleagues and model positive behaviour • To create an inclusive setting • To adapt your own approach in accordance with pupil needs • To liaise sensitively with parents and carers • To build and maintain effective relationships with all pupils and colleagues and model positive behaviour. 	<ul style="list-style-type: none"> • An awareness of school-based education including child development.

Person specification

	 Essential	 Desirable
 Personal qualities	<ul style="list-style-type: none">• Good communication skills• Demonstrate initiative, enthusiasm and honesty.• Ability to relate well to children and adults• Ability to work well as part of a team, understand classroom roles and own position within these.• Be trustworthy, reliable and enthusiastic.• Ability to maintain confidentiality	

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviour, and
- Attitudes to use of authority and maintaining discipline

Welcome from the CEO

This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.

Sarah Finch

CEO

The Marches Academy Trust

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal



Meet our Chair of Trustees



Alex Fry

Chair of Trustees

Thank you for your interest in this role.

The Trust is looking to appoint an individual to build on our Trust's current strengths and achievements.

As a thriving Trust serving over 6,000 students and their families in Shropshire, this a pivotal role in driving continuous improvement across our schools and will contribute to our vision of 'achievement through caring'.

Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extracurricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements.

We hope that the opportunity to shape the work of our schools and their staff to harness their professional expertise, with the goal of securing excellent outcomes, is one you would relish.

The prospect of this role goes beyond the immediate job description. The successful candidate will influence and help shape the strategy of the Trust, have the opportunity to support our ITT provision, support leadership development and career paths as well as drive efficiencies across our schools.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our Trust into the future.

Who we are



Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising five secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

Longlands Primary and Nursery is a school with a family feel. Our staff seek to encourage, challenge and champion our pupils from their very first day and throughout their journey with us, creating a warm and inclusive atmosphere where learning is fun.

Interested? Here's how to apply:

Visit our recruitment platform using this link click [here](#)

The closing date for applications is:

Midnight on Friday 19th July 2024.

Interview date:

Tuesday 23rd July 2024.

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

A core belief in
staff wellbeing
and work life
balance evidenced
in policy and
practice

Our Trust Vision Statement and Values



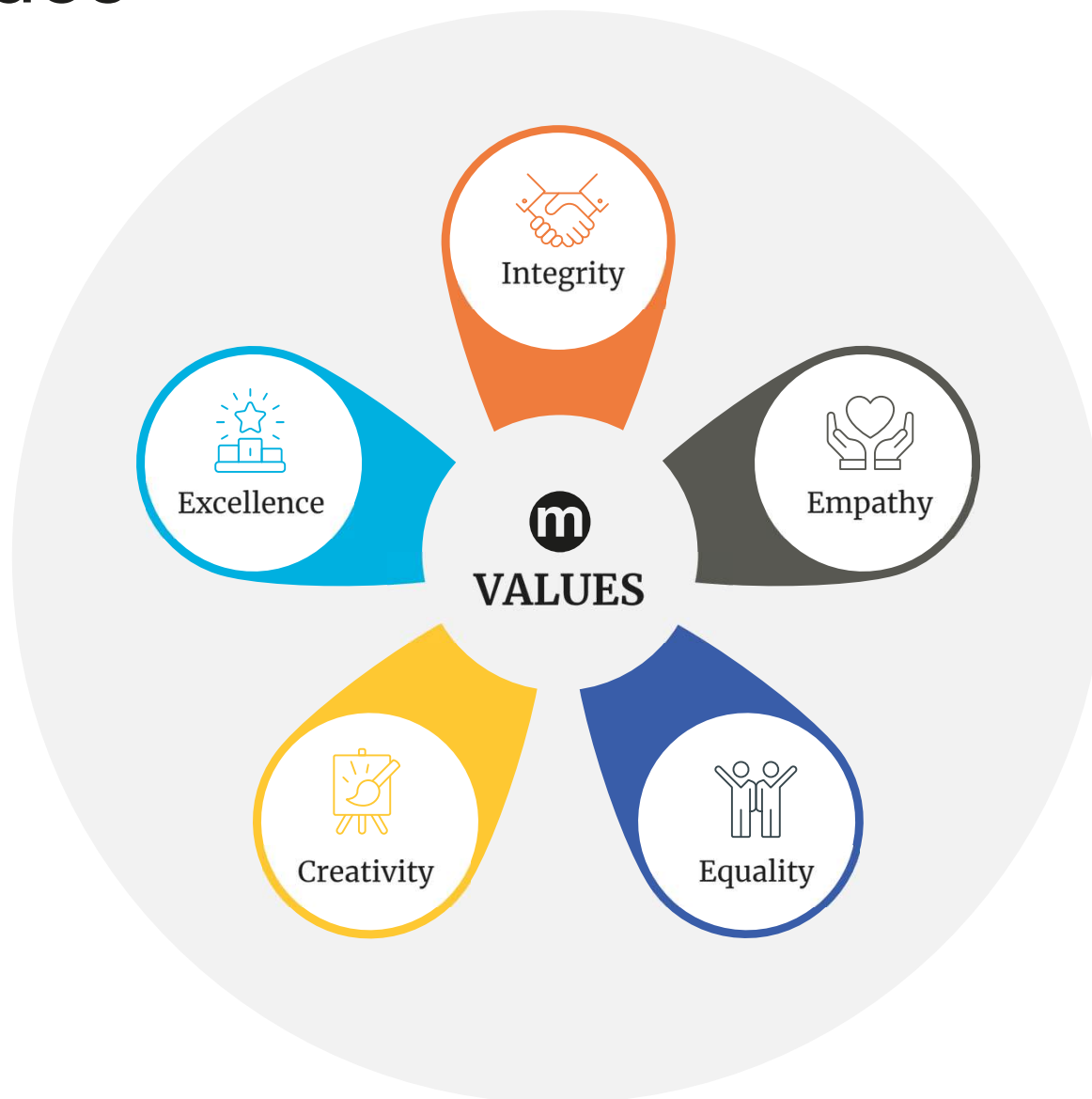
Our Vision

Achievement through caring



Mission Statement

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.



Our investment in you

Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.

We believe successful creative lifelong learners participate in a journey of self-discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.



Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

Emotional

Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.

Physical

We are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.

Financial

We offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).

Social

Encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Generous
non-contact
time for
staff

Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilize SAS in seeking out preventative and early intervention by making support easily accessible for all!





We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant.

Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



‘We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.’

Cavelle Priestley-Bird, Executive Director of People and Development)

Bits you need to know

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”



Longlands Primary School

part of the Marches Academy Trust

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