

Applicant Pack

To be read in conjunction with our 'Join our staff' brochure



Outstanding Achievement for All

Job Advert



Westfield School has a strong local reputation and has been oversubscribed for the past 2 years. We are an ambitious and improving secondary school, with expanding 11-16 provision. We currently have over 1300 students and seek to provide outstanding achievement for all.

We are really proud of our school and our students. Our expanding curriculum is ambitious and enriched with our exam results improving year on year.

The environment in which we work is modern and vibrant with great facilities including generous grounds, bright classrooms with modern IT, fabulous sports facilities including astroturf and swimming pool.

As part of our values, we are committed to supporting inclusion and diversity at Chorus. We actively celebrate colleagues' different abilities, sexual orientation, ethnicity, faith, and gender. Everyone is welcome and supported in their development at all stages in their journey with us.

You can view the school website at: www.westfield.chorustrust.org

Teaching Assistant Level 3

(Role includes Personal Care for male and/or female students)

NJC SCP 7 – 12

£24,294 - £26,421 pro rata

(Actual salary £20,895 - £22,724)

Permanent

To start September 2024

37 Hours per Week (Term Time Only)

About this vacancy

We are looking for passionate and inspiring Teaching Assistants to provide support and guidance to students inside and outside of the classroom in their variety of learning needs including assistance with personal care & mobility for specific students. *We have a 2 x male students and 1 x female student who require support with personal care. Due to the intimate care responsibilities within the role, we are ideally seeking both male and female applicants.*

In addition to excellent numeracy and literacy skills the essential requirements are excellent communication, inter-personal skills, the ability to plan, assess and deliver literacy or numeracy interventions and a desire to work with young people helping them to realise their potential.

Experience of working with young people in a school setting is essential. Experience of personal care is desirable.

Applicants should be keen to:

- support the inclusion, social integration and academic progress of students with SEND inside and outside of the mainstream classroom.
- contribute to delivery, assessment and monitoring of student progress and support intervention.
- Support the personal care needs of specific students.

Chorus Education Trust is proud to support flexible working arrangements.

To apply

The full application pack is available from www.chorustrust.org/vacancies and completed Chorus Trust application forms are to be sent to Trish Hughes (HR Administrator) at: recruitment@westfield.chorustrust.org

Please note that CVs and Sheffield City Council/Derbyshire County Council application forms will not be accepted.

Deadline for applications: **11.59pm on 19 May 2024**

Interviews: **23rd May 2024**

At Chorus Trust we are committed to the Safeguarding of all our pupils, please visit our website to access our Safeguarding & Child Protection policy www.chorustrust.org/policies.

The Trust will also conduct an online search of the successful candidate in line with Keeping Children Safe in Education advice.

The successful candidate will be required to complete a Disclosure & Barring check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

Job Description: summary

Post Title:	Teaching Assistant Level 3 (Personal Care)
Profile:	LD 2.5
Grade	Grade 4
Grade Spinal Point Range	SCP 7-12
Accountable SLT post	Deputy Head - Inclusion
Line Manager of Postholder (if different)	SENCO
Staff to be supervised or line managed by post holder	NA
Post holder will work with	Deputy Head - Inclusion, SENCO, other teaching, and support staff
Holiday and sickness relief by/ for	By and for other Education Support Staff

Purpose of job	To work under the instruction / guidance of the SENCO to provide support and guidance to students in their variety of learning needs including assistance with personal care & mobility. To assist the teacher in the management of students within and outside of the classroom.
Version revised	January 2022

Job Description: duties

The post holder must at all times carry out his/her responsibilities within the spirit of school and Trust policies and within the framework of legislation relating to Academies and Education, with particular regard to the statutory responsibilities of the Trust and the Governing Body of the School(s).

Specific duties and responsibilities: To be responsible for providing pupil support to the standards required by the Trust and appropriate external bodies. Duties will include, but not be limited to:

Support for Students

- Use specialist (curricular/learning) skills/training/experience to support students
- Assist with the development and implementation of Support Plans for SEND students
- To act as a keyworker and advocate for individual or groups of students.
- Ensure 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
- Support students consistently whilst recognising and responding to their individual needs
- 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

1:1 Special Care

- Supervise students and attend to their personal needs and implement personal programmes including social, health, physical, hygiene, first aid and welfare matters. Specifically, this may involve any of the following:
- Gastrostomy tube feeding and cleaning of tube in accordance with the care plan for the child and appropriate training; Changing of catheter bags and cleaning of tubes; Colostomy/Stoma Care; Bathing/Showering; Denture cleaning; Head lice inspection and treatment (in conjunction with parents/carers); Mouth or nose toilet; Toileting including wiping/cleaning of pupil; Application of splints, braces, corsets etc; Assistance in the transfer to and from vehicles and wheelchairs and mobility devices in accordance with manual lifting and handling procedures; Occupational

therapy and physiotherapy as directed by health professionals; Draining exercises for students with cystic fibrosis; Assisting with magnets, which help fuse tissues back together post-surgery; Emergency treatments covered in basic first aid training; Supervise and support students ensuring their safety and access to learning including visits to other establishments.

Support for the Teacher

- Work with the teacher to establish an appropriate learning environment.
- Work with the teacher in lesson planning, evaluating, and adjusting lessons/work plans as appropriate.
- Monitor and evaluate students' responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives.
- Provide objective and accurate feedback and reports, as required, to the teacher, on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
- Be responsible for keeping and updating records as agreed with the teacher, contributing to reviews of systems/records as requested.
- Undertake marking of students' work and accurately record achievement/progress.
- Promotion of positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.
- Liaise sensitively and effectively with parents/carers as agreed with the teacher within your role/responsibility and participate in feedback sessions/meetings with parents, as directed.
- Administer and assess routine tests and invigilate exams/tests.
- Provide general clerical/admin support e.g. administer coursework, produce worksheets for agreed activities etc.

Support for the Curriculum

- Implement agreed learning activities and interventions, adjusting activities according to pupil responses/needs
- To deliver specialised SEN intervention for a range of students across all key stages
- To supervise students within student support
- Implement local and national learning strategies e.g. literacy, numeracy, KS3, early years and make effective use of opportunities provided by other learning activities to support the development of relevant skills
- Support the use of ICT in learning activities and develop students' competence and independence in its use
- Help students to access learning activities through specialist support
- Determine the need for, prepare and maintain general and specialist equipment and resources

Support for Trust/School (included in all roles)

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings as required
- Take an active part in all key school events such as open evenings etc
- From time to time, to meet the needs of the school, you may be asked but not automatically expected to work hours additional to your normal working hours. The school will give you as much notice as possible and you will be paid/recompensed for such work. Examples where this might be required are for example; relevant key school events such as Open Evenings, exam results days, trips, clubs, training etc.
- Contribute to the overall ethos/work/aims of the Trust/school
- Participate in relevant training, other learning activities and performance management as required
- Ensure display boards and leaflet displays, etc are kept up to date and in good order as appropriate and required
- To undertake any other duties and responsibilities, commensurate with the level of the post, as may be determined after negotiation between management, the postholder and appropriate trade unions
- All education support staff are considered part of the overall support team and may be required to provide assistance to colleagues in other areas from time to time commensurate with the role, skillset, and grade.

Changes to these duties

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Head of School/Principal.

The job description and allocation of particular responsibilities will be kept under review and may be amended via consultation with individuals, the Governing Body or Board of Trustees and/or Senior leadership team as required. Trade Union representation will be welcomed in any such discussions.

Person Specification

Job title: Level 3 Teaching Assistant (Personal Care)

REQUIREMENTS	Essential	Desirable	Assessment method A = application I = interview R = reference
Skill/Knowledge			
Experience of working in a school or educational environment	✓		A
At least 1 years experience of working with students in an educational environment		✓	A
Understanding of school curriculums	✓		A/I
Understanding of strategies to assist classroom teaching and support students	✓		A/I
Ability to use own initiative to work flexibly and respond positively to a range of situations	✓		A/I
Willingness to provide personal care where required and instructed	✓		A/I
Experience in providing personal care		✓	A/I
Strong interpersonal skills with the ability to communicate effectively with all stakeholders.	✓		A/I
Qualifications			
Good level of literacy and numeracy eg GCSE Maths and English grade 4 or above	✓		A
NVQ Level 3 or equivalent or relevant experience and skills	✓		A
Other skills			
Ability and willingness to undertake professional development.	✓		A/I
Ability to work effectively as part of a team.	✓		I/Ref
Ability to maintain strict confidentiality of information	✓		A/I
Child Protection			
A commitment to the responsibility of safeguarding and promoting the welfare of young people	✓		I/Ref

