

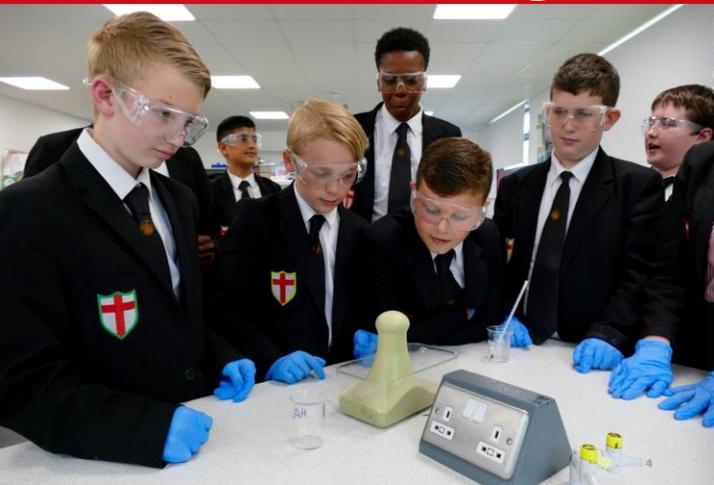


# Vacancy Pack

Teaching Assistant – Primary Phase



# Saint George's Church of England School





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# AAT Vision

Aletheia schools welcome those of all faiths and none and are proud of the inclusive nature and diversity of each cohort. Aletheia schools are motivated by Christian values to serve our communities by improving the life chances of local children. Our schools seek to embody the experience of community, where gifts are shared, where the emphasis is on what can be contributed and where each is given according to need. At the heart of the Aletheia vision are the belief in educational excellence and the belief that Aletheia is called to serve pupils, staff, parents and the local community by providing places where children and young people develop and thrive intellectually, socially, culturally and spiritually.

AAT will deliver its vision by:

- Developing a Trust for all ages /phases of education, with member schools working in partnership and learning from each other.
- Promoting an ethos based on a belief in the value and potential of every student to achieve excellence academically and in their wider studies and become fully the best person they can be.
- Pursuing educational excellence, so that outcomes for all learners are as good as they can be.
- Creating strong leadership at all levels that impacts effectively on academy performance.
- Providing a sustainable model to support a self-improving school system.

# Saint George's Vision

**'All different, all equal, all flourishing'**

**At the heart of our vision is the belief in inclusive, educational excellence; the belief that we are called to serve all pupils, staff, parents and the local community by providing places where all develop and thrive intellectually, socially, culturally and spiritually in order to live life in all its fullness.**

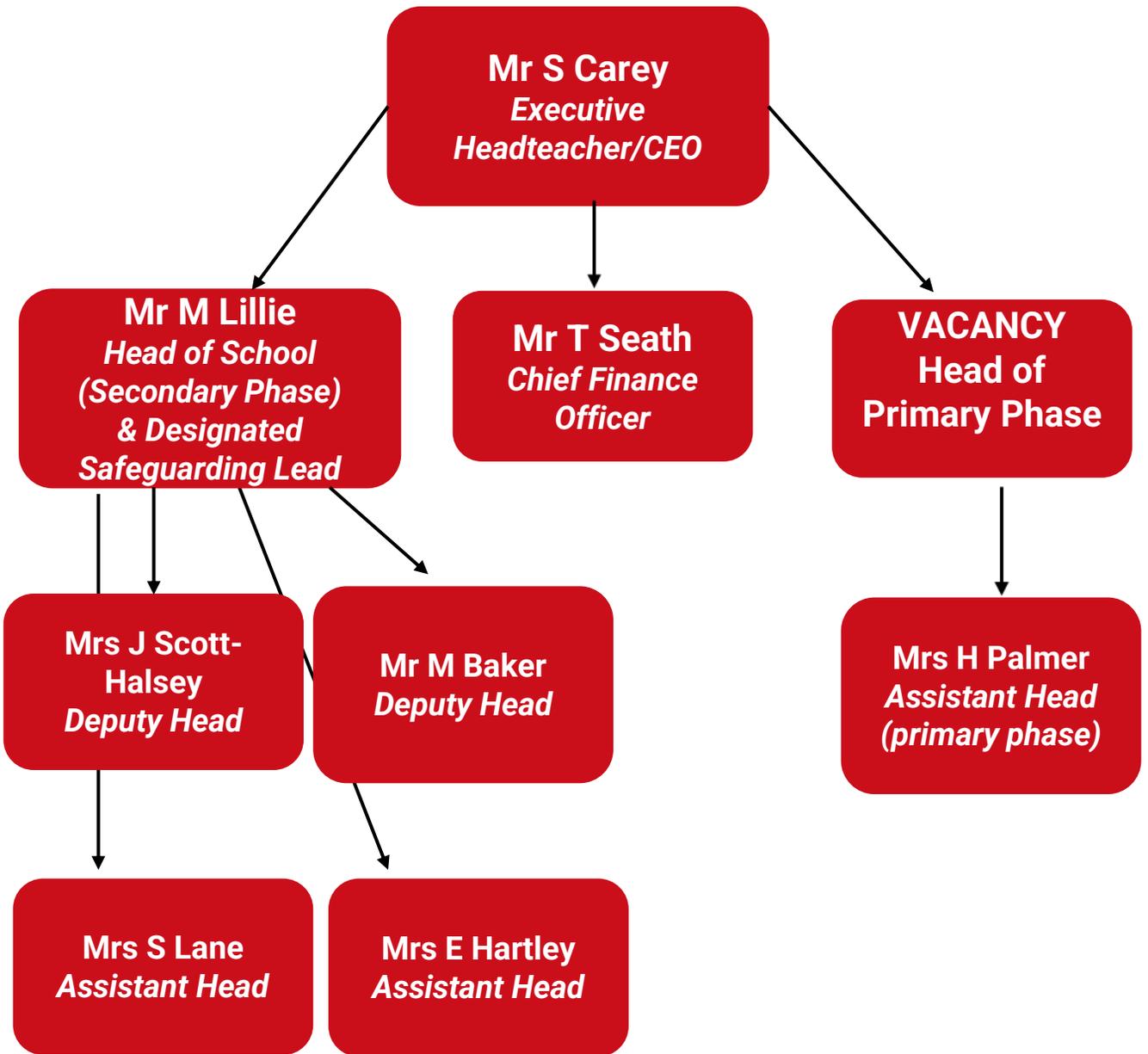
We are motivated by our vision to serve the local community in accordance with our founding charter to 'improve the life chances of local children'. We welcome those of all faiths and none. 'All flourishing' is enabled by an excellent education, a broad and balanced curriculum, with a rich variety of enrichment opportunities and experiences that extend beyond the classroom. We want our children to succeed, in the widest possible sense, using their God given talents fully.

# Our School

Saint George's CE School is a thriving educational setting that has served the children of Gravesend since the 17<sup>th</sup> century. The school is relatively unique as a co-educational, Anglican and an all-through (4-18) school. The school is a warm, caring and highly inclusive place where all members of the community are cared for and valued. The primary phase was added to the school in 2019. Prior to this the secondary phase first became an academy in 2011 and later, in 2014, was one of three founding schools of the Aletheia Academies Trust. The Trust now has 11 schools, 10 of which are primary and the school benefits from the work of the Best Practice Teams in all key areas of school life. The all through school has been inspected once so far under a Section 48, (SIAMS) wherein the effectiveness, character and ethos of the school was judged to be 'Excellent' in all areas. The 2 most recent Ofsted inspections have judged the school to be 'Good' with outstanding leadership and management. Both phases are significantly oversubscribed and operate lengthy waiting lists.

The site has been greatly developed and refurbished over the recent years. In addition to the new primary phase building the site has benefited from a new science building, a floodlit 3G sports facility and a £6 million secondary building housing the 6<sup>th</sup> form, performing arts and core subjects. All facilities are accessible to the entire school community regardless of Key Stage. Some staff teach and support across both phases and subject leaders from all phases work closely together to ensure that there is a cohesive curriculum experience for all pupils during their school journey from Key stage 1 to Key Stage 4 and 5.

# Leadership Structure



# The Vacancy

## Teaching Assistant (with SEND responsibilities)

**Working Hours: 32.5 per week (Mon to Fri 8:15am to 3:30pm)**

**Salary: Kent Range 4**

### Required to start as soon as possible

An exciting opportunity has arisen for a Teaching Assistant of exceptional ability to join our team to work in this over-subscribed and successful all through school.

The school has an existing reputation for high quality education with a relentless focus upon high expectations and aspirations. Your supportive role will enable children and their families to access outstanding provision as soon as they join our all-through school.

We would love to hear from you if you:

- want to be involved in shaping and developing outstanding learning experiences to enable all children to thrive
- want to work in a supportive and caring environment
- are committed to enabling every child to achieve the very best they can

To be successful in this post, you will need:

- Previous experience of working with children in Primary school
- A personal high standard of maths and literacy skills with a secure understanding of English grammar
- An understanding of using assessment for learning to enable pupils to make progress
- An understanding of, or willingness to learn, the maths mastery approach
- To be enthusiastic and highly organised about all aspects of classroom operation
- Have high expectations of both pupils and yourself
- To be self-motivated and show creativity when adapting learning to meet the needs of individuals or small groups of children
- A belief in inclusion, diversity and the right of each child to be successful whatever their needs, abilities and background
- To be able to demonstrate our Christian values
- To be able to inspire, motivate and foster excellent relationships, working in partnership with staff, parents, governors and our wider community
- Good interpersonal skills, a sense of humour and the ability to work as part of a hard-working, enthusiastic, supportive and committed team
- To be committed to your own professional development and keen to make a significant contribution to the life of our school.

# Job Description

**POST TITLE:** Teaching Assistant

**SALARY:** Kent Range 4

**REPORTS TO:** Headteacher + Senior Leadership Team

<b>Role Profile</b>	Teaching Assistant
<b>Job Purpose</b>	<p>To support children's learning within our year 4 class in our all through provision.</p> <p>To support the class teacher in the provision of excellent learning opportunities</p> <p>To provide 1:1 support to a child with SEND needs</p>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"><li>• Experience and knowledge of working within Primary education</li><li>• High standard of maths and literacy skills with a secure understanding of English grammar</li><li>• An understanding of and the ability to deliver systematic synthetic phonics</li><li>• An understanding of or willingness to learn, the maths mastery approach</li><li>• An understanding of using assessment for learning to enable pupils to make progress</li><li>• Confidence to cover planning, preparation and assessment time for the teacher</li><li>• Good communication skills</li><li>• Ability to inspire, motivate and foster excellent relationships, working in partnership with staff, parents, governors and our wider community</li><li>• Good interpersonal skills and the ability to work as part of a hard-working, enthusiastic and committed team</li></ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Enthusiastic and highly organised about all aspects of classroom operation</li><li>• Have high expectations of both pupils and of yourself</li><li>• Self-motivated and show creativity when adapting learning to meet the needs of small groups of children</li><li>• A belief in inclusion, diversity and the right of each child to be successful whatever their needs, abilities and background</li><li>• Be committed to your own professional development and keen to make a significant contribution to the life of our school</li></ul>

# Person Specification

## PERSON SPECIFICATION

**POST TITLE: Teaching Assistant**

### Essential skills and experience

Successful, relevant experience of working with children of primary age within a learning environment and appropriate qualification.

Good understanding of child development.

The ability to apply behaviour management policies and strategies, which contribute to a purposeful learning.

Be able to work effectively as part of a team and contribute to group planning etc.

Be able to work independently and on own initiative.

Must be flexible with effective time management skills.

Be able to work calmly under pressure with the ability to adapt quickly and effectively to changing circumstance/situations.

A positive, can-do attitude and a good sense of humour

Must have excellent communication skills in order to build rapport with adults and children, both verbally and in writing.

A proven ability to motivate pupils.

# The Application Process

If you would like to find out more about this exciting new position, please email [palmerh@saintgeorgescofe.kent.sch.uk](mailto:palmerh@saintgeorgescofe.kent.sch.uk)

Please download a vacancy pack and application form below and submit your application by e-mail to [bechellil@aletheiatruster.org.uk](mailto:bechellil@aletheiatruster.org.uk) as soon as possible.

We reserve the right to close this vacancy before the closing date if a suitable application is received.

**Closing date: Tuesday 26<sup>th</sup> July 2022**

**Interview date: Wednesday 27<sup>th</sup> July 2022**

Saint George's Church of England School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex-offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.