Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant Level 2

Applefields School Minster Provision- York

Required from: As soon as possible

Interview date: To be confirmed

Applefields School York

GRADE
Grade 4 (Level 1-4) £13.48 - £14.13 GBP per hour plus holiday pay
CONTRACT
Full time 31.83 hours, Term time only (Reduced hours possible)
REPORTS TO
Class Teacher
HOW TO APPLY
Completed application forms should be posted or emailed to: Sam Willsden —School Business Manager Applefields School Bad Bargain Lane Burnholme York YO31 0LW Email: swillsden@applefields.pmat.academy
ADDITIONAL INFORMATION
Applefields school is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required. As part of our due diligence process, an online search will be conducted on all shortlisted candidates. These checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance to determine suitability to work with children and young people and keep them safe.

Applefields School are seeking to recruit Teaching Assistants to provide general classroom support to students in the post-19 provision based at Clifton Moor Library.

Students attending the provision have severe learning needs and may be on the Autistic spectrum, present with challenging behaviours, and have complex medical and/or physical needs; recognising young people as individuals as described in the SEND Code of Practice 2014.

About the school

We are a secondary school for children and young people with additional needs based in the Burnholme area of York, UK. We have embedded classes at secondary mainstream schools in the city and post-19 provision in partnership with Linkage Community Trust.

Our students are at the heart of what we do, and with them we will help them to achieve their aspirations. Our school is a rich and vibrant place and one where each young person receives an individual opportunity to learn, grow and achieve.

For more information, please visit our school website applefieldsschool.co.uk. To discuss any aspect of the role, please contact us on 01904 553900.

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About our School

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Our students are at the heart of what we do, and with them we will help them to achieve their aspirations.

We want our students to 'Own their futures' and live and prosper in society.

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About our Trust

Providing an excellent education from age 2 to 19

Setting the course

Leading the way

Serving and inspiring

Formed in August 2016, Pathfinder is a successful, well-established Multi Academy Trust serving more than 6,600 children and their families across York and North Yorkshire.

We are a flourishing and supportive learning community. A partnership of like-minded Church and Community Schools, where a clear and ambitious vision of a high quality inclusive education **sets the course** and permeates across all areas of school life. Pathfinder has a proven track record of **leading the way**. We are a Trust with strong examination results, high quality teaching and learning, an inspiring curriculum, excellent opportunities for personal development and a wide, varied programme of extra-curricular opportunities.

We understand that achievement comes in many different forms and work collectively to **serve and inspire**, nurturing aspiration and promoting excellence in all our students. We value the uniqueness and diversity of each of our schools, celebrating this distinctiveness and the contributions they make to the wider Pathfinder community.

Pathfinder schools

- Acomb Primary School
- Applefields School York
- Archbishop Holgate's School – A Church of England Academy Founded 1546
- Badger Hill Primary School
- Barlow CE Primary School – Part of the White Rose Federation - One family, branching out together
- Burton Salmon CP School – Part of the White Rose Federation - One family, branching out together
- Chapel Haddlesey CE School – Part of the White Rose Federation - One family, branching out together
- Clifton with Rawcliffe
- Hempland Primary School
- Hensall Community Primary School – Part of the White Rose Federation - One family, branching out together
- Heworth Church of England Primary School
- Huntington Primary Academy
- Malton School – A Specialist Science School
- New Earswick Primary School
- Poppleton Road Primary School
- Rufforth Primary School – Inspire · Care · Grow
- St Barnabas Church of England Primary School
- St Lawrence's Church of England Primary School
- Tang Hall Primary School
- Welburn Community Primary School

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Job Description

Main Purpose of Job

To work under the guidance of the teacher, within an agreed system of supervision, to support work programmes for post 19 provision students attending that have severe learning needs and may be on the Autistic spectrum, present with challenging behaviours, and have complex medical and/or physical needs; recognising young people as individuals as described in the SEND Code of Practice 2014.

Core Responsibilities, Tasks and Duties

Be a person-centred professional who has successful experience working with a wide range of special educational needs or have a willingness to be trained.

Be committed to helping our students achieve the very best and become as independent as possible.

Be able to provide effective support for the development of the students' communication.

Be able to develop strong relationships to support the development of the students' personal and social independence skills.

Support students with their personal care and welfare needs.

Be confident in supporting with behaviours that challenge.

Be confident in supporting and intervening in potentially physically demanding situations.

Be a strong advocate of inclusion.

Be confident to accept responsibility and work independently, able to demonstrate initiative and have a flexible attitude to the challenging demands of working with young people with additional and complex needs.

Be able to work collaboratively.

Be a reflective practitioner who aligns their values with the needs of the school.

Be committed to continued professional development via self-directed training and leadership-led feedback.

Supervision/Management of People

No supervision of people

Creativity and Innovation

Monitors and is responsive to pupil learning and behaviour at all times by making adjustments to supervised activities. Monitors and is responsive to pupils' personal needs and communication. Under the direction of the class teacher communicates effectively with teachers, other professionals and parents whenever the need arises and recognises the need to communicate. On the basis of their knowledge and understanding of pupils, needs and responses to learning, contributes to the planning and review of the differentiated curriculum and individual education plans/individual behaviour plans. Participates in the design of classroom and school displays.

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Job Description

Contacts and Relationships

Internal

Contributes to the teacher's planning, teaching and assessment of the curriculum - daily. Enables pupils' access to the planned curriculum and meets personal and social needs - daily. Takes part in departmental or whole school meetings as required. Works in collaboration with other support staff - daily.

External

Resources

None

Work Environment

Under the direction of the class teacher need to implement activities in lessons within school hours as directed.

Majority of work takes place in a classroom environment, may be involved in outside activities e.g. supervision of playground, sports field activities, off-site educational activities in all weather conditions as required.

Risk of verbal abuse and physical harm pupils and who behave aggressively.

Risk of injury from moving and handling pupils.

Risk of exposure to bodily fluids when assisting incontinent children with their personal hygiene.

Risk of infection when dealing with unwell children.

Knowledge and Skills

Communication skills

Time management and organisational skills

Literacy and numeracy skills

ICT capability

Knowledge of normal child development and children's personal development needs

Knowledge of strategies which promote good behaviour and discipline

Ability to participate fully in planned physical interventions, in pupil personal care routines and in moving and handling pupils with physical disabilities safely, using appropriate mechanical and other lifting devices, following recognised procedures.

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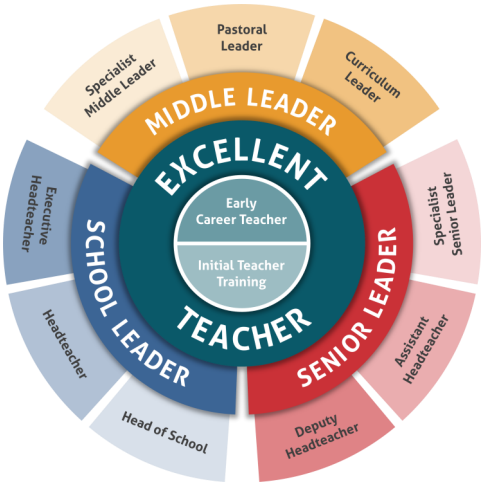
Professional Development

The professional development of our staff is a key commitment of the Trust and we have a career pathways programme to ensure we recruit, develop and retain the very best colleagues.

Teaching Staff

For our teaching staff, we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher. At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with the highest quality research-proven CPD.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



Support Staff

Our career pathways programme for support staff aims to ensure that all colleagues are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling their role to the highest level.
- have an understanding of how their role fits into the wider organisation.
- act as a source of support, advice and guidance to colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to posts at the next level.

PATHFINDER LEADERSHIP ACADEMY

Partnering with the National Society for Education, the Pathfinder Leadership Academy has been designed to identify, develop and support colleagues to progress into positions of middle leadership and beyond.

Pathfinder Teaching School Hub

Pathfinder Education Partnership

Proudly delivering Initial Teacher Training and Education, Appropriate Body services, the Early Career Framework and National Professional Qualifications across our urban, rural and coastal school communities.

Working in partnership with our urban, rural and coastal school communities to champion, sign-post, design and deliver high-quality professional development across Yorkshire and the Humber.

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Benefits of Working at Pathfinder

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

Pension Scheme

You are offered membership of either Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as employees paying into the scheme (banded, based on earnings) Pathfinder also pays into the scheme on your behalf at the following rates (regardless of earnings).

Local Government Pension Scheme
We contribute an additional 19.9% of your salary.

Teachers' Pension Scheme
We contribute an additional 28.68% of your salary.

Staff Benefits Platform

Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place. Vivup also provides exclusive benefits through their platform and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.

CSSC Sports and Leisure

Our staff benefits scheme with CSSC gives Pathfinder staff access to over 4,500 benefits, offers and activities including savings at restaurants, cinemas, gyms, theme parks and attractions; up to 70% off shopping with thousands of online and high street retailers and free health and wellbeing portal for courses, classes and content.

TES Magazine Subscription

All Pathfinder employees have unlimited access to the online TES magazine keeping you up to date with the latest education news, analysis and teaching and learning knowledge.

Employee Assistance Programme

Making sure everyone at Pathfinder gets the support they need whatever their worries, the Employee Assistance Programme provides specialist counselling and resources 24 hours a day, 365 days a year. The service is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. You can also access:

- Emotional support and counselling
- Six sessions of in person or telephone counselling
- Access to online Cognitive Behavioural Therapy
- Specialist information on work-life balance
- Financial and legal advice

Able Futures

As a Trust, we are subscribed to Able Futures which provides up to nine months of confidential, no cost advice, guidance and support from mental health professionals to help you cope with work while you manage a mental health condition such as anxiety, depression or stress.

Discounted Bus Travel

As part of the First Bus Commuter Travel Club, Pathfinder employees benefit from discounts on work and leisure travel using First Bus services. The benefits include:

- Savings on discounted monthly bus tickets
- Unlimited bus travel in your chosen zone
- Tickets delivered straight the First Bus app
- Spread the cost of annual travel

Free Will Writing Service

Estate planning and will writing specialists Durham McCarthy are able to offer Pathfinder employees a free will writing service to help you plan for your future, protecting your family and loved ones.