Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant - Level 2

Acomb Primary School

Closing date: Thursday 19th November

Interview date: W/C 23rd November

Acomb Primary has a Level 2 Teaching Assistant vacancy to work across school. The role involves working closely with the class teacher and other staff to ensure that the children's needs are met.

The role involves working 1:1 with children for most of the time. This could be with different children throughout the day and will be with children with a variety of needs. You will work closely with the class teachers to support the children's learning in class, in our alternative provision space or other specific spaces in school. Some of the children needing support follow a bespoke curriculum designed to support their learning.

The position is available with an immediate start.

You will need to:

- Have relevant qualifications and experience in working with children, ideally experience of working with children with additional educational needs.
- Be flexible in your approach to the needs of the child.
- Have high expectations of all children.
- Be willing to take part in relevant CPD in order to support the child.
- Be able to work with outside agencies and communicate with parents.

Acomb Primary School is a lovely, welcoming school. We have pupils who are well behaved and eager to learn, a hardworking and dedicated staff team and a supportive community of parents and carers. We offer a wide range of training opportunities for support staff and in collaboration with other Pathfinder MAT schools.

Our values of putting children first and always aiming high are at the heart of everything that we do and is demonstrated by our staff and children every day.

GRADE/SALARY

Grade 4 Level 1 £25,942 per annum reduced pro-rata.
Actual pay: £14,131.92 per annum.

REPORTS TO

Headteacher

HOW TO APPLY

An application form and all the job details are available to download from the MAT website: https://www.pathfindermat.co.uk/new-vacancies-holder/

Please submit completed forms by email to **rcollins@acomb.pmat.academy**

Additional Information

Term time only
23.5 hours per week
Monday: 8.45am-3.15pm
Tuesday – Friday: 8.45-1.00pm

If you wish to know anything further about the nature of the roles, please do not hesitate to contact the school.

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required.

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About our School

ACOMB PRIMARY SCHOOL

Acomb Primary School is a slightly larger than average school, with over 300 pupils on roll. It is housed in relatively new buildings which opened in 1996, having been in the centre of Acomb for over 100 years.

Our school motto is: 'Putting Children First, Always Aiming High'. This permeates everything that we do in school. We want Acomb Primary School to be a place where everyone aims high, achievements are celebrated and we value everyone. Through the opportunities that we provide, we aim to develop children as independent learners and effective communicators.

At Acomb Primary we like to offer a rich and varied curriculum. We run 'Acorns' which are opportunities for children to have experiences that are outside of the normal curriculum but that we feel are important - for example, listening to live music, seeing live sport, playing an instrument, working in the local community as part of the Archbishop of York Youth Trust; Young Leaders scheme and our pioneering work on Shakespeare.

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About our Trust

Formed in August 2016, Pathfinder is a successful and well-established Multi Academy Trust serving more than 6,700 children and their families in schools across York and North Yorkshire. Over the past decade, we have grown into a strong and flourishing partnership, bringing together schools that share a commitment to providing the very best education.

We are a supportive learning community; a partnership of like-minded church and community Schools, where a clear and ambitious vision for a high-quality, inclusive education sets the course and permeates all areas of school life. We believe every child should feel a strong sense of belonging, be supported to achieve their potential and have the opportunity to flourish, whatever their starting point or circumstances.

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 activities. We work collectively to share expertise, resources and effective practice across our schools, helping to create the very best experiences and outcomes for our children and young people.

Achievement comes in many different forms and we work together to serve and inspire, nurturing aspiration and promoting excellence in all our students. We are committed to ensuring that every child has the opportunity to discover their strengths, develop their talents and build the confidence they need to succeed in school and beyond.

We value the uniqueness and diversity of each school, celebrating their distinctiveness and the contributions they make to the wider Pathfinder community. By working together, while retaining the individual ethos and character of each school, we create a strong, collaborative and supportive partnership that benefits our children, families and staff.

Setting the course

Leading the way

Serving and inspiring

Our family of 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
- Great Ouseburn Primary School
- 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 the Job

To work under the direction of the teacher to undertake work, care and support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils.

CORE RESPONSIBILITIES, TASKS & DUTIES:

- Works under the direction of the class teacher, SENCO or a member of the school's Senior Management Team to carry out work and tasks set by the teacher. Works with individual pupils or small groups of pupils as directed by the teacher and under the teacher's guidance.
- Carries out work pre-planned by the teacher, but will be expected to use own initiative to enable pupils to access the learning activity by application of specific skills, knowledge and experience with and of the pupils within the guidelines set by the teacher.
- Carries out work planned and prepared by the teacher and in accordance with the teacher's instructions. May be required to adapt work/activities as directed by the teacher.
- Assists the teacher and works as directed in preparation of the classroom and resources for planned work to take place. May involve adapting work and activities as directed by the teacher.
- Assists with assessment and monitoring of pupil progress by providing feedback to the teacher on pupils' achievements, progress and problems.
- Assists with record keeping on pupil progress as directed by the teacher.
- Works with other adults involved in the education process as directed by the teacher.
- Involved in meetings with other staff, external professionals and parents regarding pupils in a support capacity to the teacher who will normally lead on such matters.
- Supports colleagues across the school staff as directed by the teacher, SENCO or Senior Management Team by application of any specific skills, experience and knowledge in relation to pupils and the curriculum, and to include routine administrative and clerical tasks.
- Accompanies other staff on school visits and in other activities outside of the classroom and has responsibility for specific pupils or small groups as directed by the teacher.
- Follows all school policies and procedures, in particular: School's Health, Safety and Security Policy, Child Protection Policy, Behaviour Management Policy, Inclusion Policy, Equalities Policy and Data Protection Policy
- Participates as required in the school's performance management and supervision systems and take part in appropriate training and development activities
- Makes appropriate use of ICT and adhere to policies relating to it, within their work in line with the school's systems of working
- May be given specific areas of responsibility within the school that are appropriate to specific skills, knowledge and experience, for example in maintaining curriculum resources in a given subject area, preparing displays etc
- Contributes to the overall ethos, work and aims of the school

CREATIVITY & 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.

CONTACTS & 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** Provides information about pupils' progress, strategies eg inclusion programmes.

DECISIONS – DISCRETION AND CONSEQUENCES

- Takes action to meet pupils' needs as they arise to avoid undue physical or mental stress.
- Communicates information effectively to teachers, other professionals and parents whenever the need arises.
- Recognises when it is necessary to make adjustments to planned activities in order to enable a pupil to access the curriculum fully and make progress and discusses these with class teacher.

WORK ENVIRONMENT

Work demands

- Under the direction of the class teacher need to implement activities in lessons within school hours as directed. Work may be subject to some change and interruption eg unplanned absences of staff and children, unexpected visits by parents and professionals.

Physical demands

- Involves mainly sitting with pupils but may have sustained periods of physical activity, involving bending, crouching, lifting, walking and running eg PE lessons, when meeting pupils' personal care needs, physical interventions with pupils, moving children with physical disabilities, following approved procedures.

Working conditions

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

WORK ENVIRONMENT

Work context

- Risk of verbal abuse and physical harm from a minority of 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 & 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

Our career pathways programme for teaching staff begins with Initial Teacher Training and supports colleagues throughout their career, from becoming an excellent classroom practitioner to progressing into middle and senior leadership roles and beyond.

At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide 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

Support staff in our schools benefit from our Learning, Training and Development programme, which aims to ensure that all colleagues have access to the skills, knowledge, qualifications and resources they need to fulfil their roles to the highest standard. The programme provides opportunities for colleagues to develop their expertise, build confidence and continue their professional development, supporting both their current role and future career aspirations.

At Pathfinder, support staff will:

- be confident in fulfilling their role to the highest level.
- act as a source of support, advice and guidance to their 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

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.

Pathfinder Education Partnership

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

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

Local Government Pension Scheme
The Trust contributes an additional 19.9 of your salary.

Teachers' Pension Scheme
The Trust contributes an additional 28.68% of your salary.

STAFF BENEFITS PLATFORM

Perkbox, our employee benefits platform, gives staff access to all of our benefits in one easy to use and convenient place. Perkbox 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 schemes.

CSSC SPORTS AND LEISURE

Our staff benefits scheme with CSSC gives 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 a free health and wellbeing portal for courses, classes and content.

TES MAGAZINE SUBSCRIPTION

Pathfinder staff have free access to the online TES magazine, helping you stay up to date with the latest education news, expert analysis and developments in teaching and learning. With a wide range of articles, insights and practical ideas, TES provides a valuable resource to support your professional knowledge and development.

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

The First Bus Commuter Travel Club provides employees with exclusive discounts on work and leisure travel using First Bus services. The scheme offers a convenient and cost-effective way to travel, helping to save money on regular journeys as well as travel during free time. 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.