



Information for Applicants for Support Staff

Position: General Teaching Assistant (KS2)

Salary: Band C, Scp 2

Contract: 27.5 hpw, Permanent

Start Date: 1st March 2023

Saxton Church of England Primary School

Dam Lane

Saxton

Tadcaster

LS24 9QF

Telephone: 01937 557396

Headteacher: Mr R M Weights B.Ed, FHA





6th January 2023

Dear Colleague

Thank you very much for taking an interest in the post of GTA at Saxton Church of England Primary School.

We are looking for an outstanding teaching assistant who will enhance our team. This is a permanent contract, for 27.5 hours per week. The role will be to support the learning of children in one of our KS2 classes, including some individual work with a pupil with special needs (ADHD). You need to be a positive person who is self-motivated and enthusiastic. You need to be able to work closely with other teachers and non-teaching staff and be a good communicator. The school has a good track record of mentoring new staff and facilitating career progression.

The job description and selection criteria (enclosed) indicate some of the qualities that are essential or desirable for this post. If you have these qualities and can also offer something more, please ensure that you tell us.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

I would like to thank you again for your interest in the post. If you are excited by this opportunity, I look forward to receiving your application.

Yours faithfully

Mr Rick Weights
Executive Headteacher



The Application Process

If you wish to apply for the post of General Teaching Assistant, then you should:

- pay particular attention to the following whilst assembling your application:
 - Job description and person specification for the role of GTA
 - School Outcomes
 - The school website <https://sp.starmat.uk/>
 - THE STAR MAT website <https://web.starmat.uk/>
- Fully complete the online application form <https://bit.ly/STARSupportApp>, ensuring all details are accurate and all declarations are signed. Please ensure you include details of two professional referees with one being your current employer (with an email address for each). Do not enclose additional CVs.
- Your supporting statement should be no more than the equivalent to two sides of A4 Size 11 font), addressing the following:

How your experience to date best fits you to the requirements of the following sections of the person specification:

- Experience
- Skills and knowledge – generic
- Skills and knowledge – special to the role

Remember when addressing the above, ***less is sometimes more.***

Timeline for the selection process

Post advertised	6 th January 2023
Closing time/date for applications	20 th January, 12pm
Shortlisting	25 th January
Interviews	Wednesday 1 st February



Appendices

1	The Schools, the Location
2	The School Vision
3	Job Description
4	Person Specification
5	The STAR Multi Academy Trust



Appendix 1

The Schools

Monk Fryston and Saxton Church of England Primary Schools are a very successful federation that was established in 2019. The schools work very closely together, with a single governing body and leadership team, and a cohesive team of staff.

We are Church of England Schools and our links with the Church are strong. In May 2018 we converted to become academies and were the first members of the STAR Multi-Academy Trust.

The schools have a happy, family atmosphere. The children are well motivated and we have high expectations of them. Teaching is of a very high standard and our results over several years have been exemplary. The teachers work across both schools as a strong team, together with non-teaching staff, parents and governors.

The schools are different sizes. Monk Fryston is one-form entry, with 210 pupils in total taught in single-aged classes. Saxton is smaller, with just 60 pupils taught in 3 mixed-aged classes. In order to plan effectively, both schools follow the same curriculum rolling programme.

Saxton was inspected in 2022 and judged to Require Improvement overall, although 3 of the 4 key judgements were Good. A SIAMS inspection in 2022 judged the school to be Good. Monk Fryston was inspected in 2022 and judged to be good.

Both schools have achieved the Eco Schools Green Flag award for work in environmental education, and also the Primary Science Quality Mark.

The Location

Monk Fryston and Saxton are rural villages in an area off the A162 between Tadcaster and Sherburn, and the A63 between Selby and Leeds. The A1 is very close and there is easy access to Leeds, York, Selby, Tadcaster and the M62.



Appendix 2

The School Vision

Ethos statement	Bible reference (Good News translation)
<p>Our Christian vision is that: Everyone who spends time learning and growing at Saxton, becomes a successful individual with the courage, compassion and creativity to make a difference in the future. We are respectful of God's world, working together to create a loving and caring community.</p>	
<p>Our prayer: Lord, This is our school, a place where we learn and always do our best. Help us to remember to love and care for everyone here; to help, to comfort, to be a friend. Amen.</p>	<p>Mark 12:31 ³¹ The second most important commandment is this: 'Love your neighbour as you love yourself.' There is no other commandment more important than these two."</p>
<p>Our aim: Good people, doing well</p>	<p>Titus 3:14 Our people must learn to devote themselves to doing what is good, in order to provide for urgent needs and not live unproductive lives.</p>
<p>Our Values: Courage We believe that with God's help and the encouragement of our families, friends and teachers that we can all be courageous, facing challenges and standing up for what is right.</p>	<p>Isaiah 41:14 For I am the Lord your God who takes hold of your right hand and says to you, 'Do not fear; I will help you'</p>
<p>Compassion At Saxton School we show compassion by helping people so they feel cared for, just as God cares for us.</p>	<p>2 Corinthians 1:3-4 Praise be to God who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God.</p>
<p>Creativity We value all of our unique talents and use them creatively for our own enjoyment, to give pleasure to others and to make a difference in the world.</p>	<p>1 Peter 4:10 You are like servants who are responsible for using God's gifts, so be good servants and use your gifts to serve each other.</p>
<p>Respect God has created a beautiful world and we respect His creation by being kind to each other and by looking after the environment.</p>	<p>Matthew 7:12 So in everything, do to others what you would have them do to you.</p>
<p>Community We enjoy being members of a community, building friendships, supporting each other and working together to make the world a better place.</p>	<p>1 John 4:11-12 Dear friends, since God so loved us, we also ought to love one another.</p>



Appendix 3

JOB DESCRIPTION:

Position:

Monk Fryston & Saxton Federation of CE Primary Schools

JOB DESCRIPTION

POST:	<u>General Teaching Assistant (GTA)</u>
GRADE:	<u>Grade C</u>
RESPONSIBLE TO:	<u>Executive Head Teacher / Assistant Headteachers</u>
STAFF MANAGED:	<u>None</u>
POST REF:	JOB FAMILY: <u>7</u>
JOB PURPOSE:	To work with teachers to support teaching and learning by working with individuals or small groups of pupils under the direction of teaching staff, and may be responsible for some learning activities within the overall teaching plan. May work in the classroom or appropriate location within the school, with access to support and guidance as required. Some work will support the learning of a high-needs pupil. Most work will be supporting learning in Lower KS2 but may be deployed across the school.
JOB CONTEXT:	<p>This school is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.</p> <p>An ability to fulfil all spoken aspects of the role with confidence through the medium of English</p>
ACCOUNTABILITIES / MAIN RESPONSIBILITIES	
Supporting Learning & Development	<ul style="list-style-type: none"> • Support pre planned learning/behaviour activities as directed by the teacher • Using agreed structured observation as directed by the class teacher to feedback on learning, behaviour, participation and achievement, to support the planning and evaluation of the learning process in respect of groups and individual students

	<ul style="list-style-type: none"> • Interact with pupils in ways that support the development of their ability to think and learn, including the use of careful questioning • Assist teachers in the implementation of appropriate behaviour management and teaching & learning strategies • Support pupils in their social and emotional wellbeing, in implementing related programmes, including social, health and physical needs • Assist in escorting and supervising pupils on educational visits and out of school activities • Undertake break supervision as required
Communication	<ul style="list-style-type: none"> • Under the general direction of the teacher participate in establishing and maintaining effective relationships with pupils, parents/carers and with other agencies/professionals • Communicate effectively with all pupils, families, carers and other agencies / professionals
Sharing information	<ul style="list-style-type: none"> • Share information confidentially about pupils with teachers and other professional as required • Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality • Participate in staff meetings
Safeguarding and Promoting the Welfare of Children/Young People	<ul style="list-style-type: none"> • Carry out tasks associated with pupils' personal hygiene, (including personal intimate care) and welfare, including physical and medical needs, whilst encouraging independence • Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising concerns as appropriate
Administration/Other	<ul style="list-style-type: none"> • Prepare classroom materials and learning areas, and undertake minor clerical duties e.g. photocopying and displaying pupils work • Support the use of ICT and adhere to relevant policies • Supervise and provide access arrangements for pupils sitting internal and external examinations and tests as required, ensuring that examinations comply with the Examination Board Regulations • Participate in appraisal, training and other learning activities
Health & Safety	<ul style="list-style-type: none"> • Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure • Work with colleagues and others to maintain health, safety and welfare within the working environment
Data Protection	<ul style="list-style-type: none"> • To comply with the STAR MAT's policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality
Equalities	<ul style="list-style-type: none"> • Promote inclusion and acceptance of all pupils



	<ul style="list-style-type: none"> • Within own area of responsibility work in accordance with the aims of the Equality policy, treating people with respect for their diversity, culture and values
<u>Customer Service</u>	<ul style="list-style-type: none"> • The STAR MAT requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment • The STAR MAT requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values
Date of Issue:	

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of the Trust and School organisation and may change either as your contract changes or as the organisation of the Trust or School is changed. Whilst this job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the Trust and School's policies, procedures and ethos.

Elements of the Job Description may be re-negotiated at the request of either party and with the agreement of both. The post holder may, in addition, be asked to carry out other reasonable duties within the MAT, (which could involve working at other schools), as may be required for the benefit of the school and the students' education and well-being.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the STAR MAT and school's policies, and supporting documentation in respect of these issues.

SIGNED **POST HOLDER**

SIGNED **HEADTEACHER**

DATE



Appendix 4: PERSON SPECIFICATION PERSON SPECIFICATION

JOB TITLE: General Teaching Assistant

Essential upon appointment	Desirable on appointment
<p>Knowledge</p> <ul style="list-style-type: none"> • An awareness of child/young person's development and learning • An understanding that children/Young people have differing needs 	<ul style="list-style-type: none"> • Good understanding of child development and learning processes • Knowledge of Behaviour management techniques • Knowledge of Child Protection and Health & Safety policies and procedures • Knowledge of inclusive practice
<p>Experience</p> <ul style="list-style-type: none"> • Experience appropriate to working with children in a school learning environment 	<ul style="list-style-type: none"> • Recent relevant experience of supporting learning in a primary school • Experience of supporting pupils with ADHD • Understanding of the principles of emotional regulation
<p>Qualifications</p>	<ul style="list-style-type: none"> • Relevant NVQ Level 2 qualification or equivalent • Appropriate first aid training (Dependent on the schools needs - insert as appropriate)
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers • Good reading, writing and numeracy Skills 	<ul style="list-style-type: none"> • Basic ICT Skills
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Demonstrable interpersonal skills. • Ability to work successfully in a team. • Confidentiality • Flexibility 	<ul style="list-style-type: none"> • Creativity
<p>Other Requirements</p> <ul style="list-style-type: none"> • Enhanced DBS Clearance • To be committed to the school's policies and ethos • To be committed to Continuing Professional Development • Motivation to work with children and young people 	



<ul style="list-style-type: none">• Ability to form and maintain appropriate relationships and personal boundaries with children and young people• Emotional resilience in working with challenging behaviours and attitudes• Ability to use authority and maintaining discipline• An empathy for equality & diversity• The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post	
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NB – Assessment criteria for recruitment will be notified separately.

The STAR MAT is committed to equality and to making fair and equitable treatment an integral part of everything we do. The Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS check and pre-employment checks will be undertaken before an appointment is confirmed.



Appendix 5

The STAR Multi-Academy Trust (MAT)

Our Schools

- Appleton Roebuck Primary
- Brayton CE Primary
- Kellington Primary
- South Milford Primary
- Monk Fryston CE Primary
- Riverside Primary
- Saxton CE Primary
- Sherburn High School
- Sherburn Hungate Primary
- South Milford Primary
- Tadcaster Grammar School

Our Mission

To develop outstanding education in all our schools, which will enable every young person to flourish and realise their full potential.

Our Aims

We will:

- Ensure that our children achieve the best possible outcomes
- Develop the whole child; personally, culturally and spiritually
- Be inclusive; have a particular commitment to our most vulnerable children · Teach our children to live well together and to make wise choices
- Ensure that our children are safe from harm
- Work to ensure that our schools are enjoyable places for children to learn.

Our Core Principles

We:

- Expect our schools to actively support each other and to share best practice for the benefit of all
- Are committed to providing services that will keep our schools compliant, financially robust and continuously improving.
- Want all of our schools to retain and celebrate their distinctive identity.

We are:

- Open, honest, fair and straightforward
- Receptive to change and challenge
- Pioneering and outward facing
- Trusting, respectful and supportive of each other
- Prepared to listen to advice
- Empowering of others.

We want our pupils and students to have a consistently excellent school experience and to



achieve strong outcomes. The culture of our Trust is very much one where our schools retain their own distinctiveness. Our Headteachers remain empowered to make decisions about what happens in their schools but, in addition, benefit from high levels of collaboration and sharing of best practice.

As a Trust we aim to provide greater opportunities for recruiting new staff, to retain our existing staff, facilitate leadership development and enhance staff professional development. At a time of reduced funding in schools, our partnership strives to achieve 'better value' and financial stability by providing business support which allows schools greater capacity to develop the curriculum and to support pupils and students. As a Trust of over 4000 pupils and students, and 11 schools, we have access to the School Condition Allocation (SCA) which enables us to access significant capital funding for our school buildings. This amounted to £1.2m for 2019-2020.

All STAR MAT partner schools offer their pupils and students the following opportunities to develop:

Themselves to become:	Their ability to interact with others and contribute positively to society to become:	The knowledge and skills which will equip them for life, with an entitlement to:
<ul style="list-style-type: none"> ● Physically and mentally healthy ● Informed risk takers, problem solvers and critical thinkers ● Articulate communicators ● Reflective, resilient and able to self-regulate 	<ul style="list-style-type: none"> ● Tolerant and respectful of others: different people, places and cultures ● Responsible, aware and engaged citizens: locally, nationally and globally ● Able to develop appropriate and successful relationships 	<ul style="list-style-type: none"> ● Develop mathematical fluency and essential literacy skills ● Be taught a broad, rich and age appropriate programme of study in every subject ● Stimulating and exciting learning experiences both within and beyond the 'classroom' ● Opportunities to take part in sport, performance and other creative activities ● Careers education and guidance