

St Gregory's

CATHOLIC SCHOOL



Deaf Resources Teaching Assistant

APPLICATION PACK

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Kent
Catholic
Schools'
Partnership



'Academies in Christ'
Part of the Archdiocese of Southwark



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Letter from the Executive Principal

Dear Candidate,

Thank you for your interest in this exciting role within in our ambitious partnership of two secondary schools in the West Kent Cluster of Kent Catholic Schools' Partnership.

We are a collaborative partnership of proudly Catholic, world class schools connected by our ambitious extended curriculum and passion to nurture the young people in our care into confident, well-rounded individuals who make the world a better place.

We have extremely high expectations of what we do for the students in our schools and are keen to recruit like-minded, passionate colleagues who have the potential to redefine what is possible in the education landscape.

If you are passionate about making a better world through the power of education and have the skills to help us showcase the work we do, we would love to hear from you.

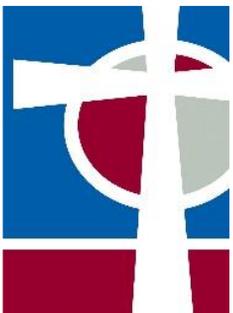
Kind regards

Mike Wilson

Executive Principal

St Gregory's Catholic School &

St Simon Stock Catholic School



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School vision and values

Our Vision

We provide the students in our care with a world-class Catholic education. We guide our students to understand their own unique value and dignity. Inspired by the life of St Gregory, we empower our students to approach, with vigour, the opportunities of their education; to recognise and realise their potential as servant leaders and use their discernment to choose how they will make the world a better place.

Our Aims

With Christ's **love** at the centre of all that we do, students;

- **live** life to the full
- **learn** all they can about their world in order to
- **lead** lives which change it for the better

Students accomplish this because our curriculum:

- is appropriately ambitious for all our students, including SEND and Disadvantaged students
- is progressive, interleaved and sequenced to develop knowledge and understanding
- provides opportunities to develop and strengthen literacy across all curriculum areas
- provides opportunities for reading
- promotes opportunities for the development of strong relationships, healthy lifestyles and good wellbeing
- challenges students to apply their knowledge and make informed decisions
- teaches our students how to learn and develop scholarly habits so that they become confident, independent learners
- promotes a learning environment in which students discover and develop new talents helping them to become well-rounded individuals
- provides world class opportunities in our schools' four pillars enabling students to gain a strong understanding of how to achieve success through balance in their lives

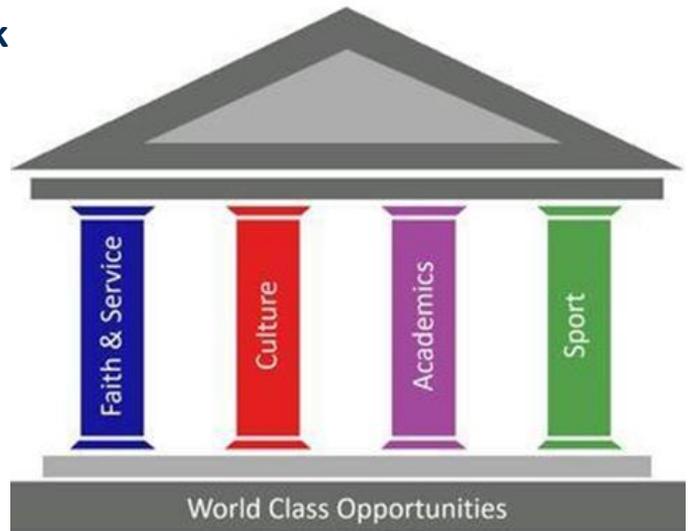
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School vision and values

These pillars provide a framework to focus students as they set ambitious goals for their future.

Our aim, through our curriculum is to develop young people:

- who are happy and feel fulfilled
- who have the confidence, resilience and knowledge to build relationships, pursue active and healthy lifestyles and stay mentally healthy
- who are curious, enjoy learning and have high expectations for themselves and are ambitious for their futures
- who know how to learn and evaluate their own strengths to make progress
- who can make and articulate informed decisions and are aware of their rights and responsibilities in a global society
- who demonstrate respect, compassion and empathy towards the beliefs and values of others
- who possess the cultural capital they need so that they are not disadvantaged by the social context in which they live



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About St Gregory's Catholic School



St Gregory's Catholic School is a Catholic secondary school and part of the Kent Catholic Schools' Partnership (KCSP). KCSP is a multi-academy trust (MAT) established by the Archdiocese of Southwark for Catholic education across Kent and it currently comprises 24 academies of which 19 are primary schools and five are secondary schools.

St Gregory's Catholic School is an over-subscribed seven-form entry secondary school located in Tunbridge Wells and is a popular destination for pupils from its Catholic partner primary schools in Tunbridge Wells, Tonbridge and Sevenoaks.

St Gregory's Catholic School is an inclusive academy. Its dedicated staff, helpers and governance committee members work hard to ensure that every student is supported and challenged to be their very best. Each individual is encouraged to grow spiritually and intellectually, so that unique and positive contributions can be made to society and the world. Its most recent denominational inspection in March 2018 judged it as 'Outstanding' and its most recent Ofsted inspection in March 2013 judged the academy to be 'Outstanding' in all areas.



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Role description

We wish to appoint an enthusiastic and energetic Deaf Specialist Teaching Assistant to work with Deaf/deaf children across the curriculum. The person appointed will have good communication and interpersonal skills.

The Role:

The Teaching Assistant will work closely with

- The Teacher of the Deaf, who is in charge of the Deaf Resource Base and other Teaching Assistants
- Will be working with deaf students
- A TA with sign language skills is desirable, otherwise willingness to commit to learning BSL will be considered

We are a total communication team of highly motivated professionals with a holistic approach to the children's learning and achievements. The ideal candidate will have BSL Level 3 or above and have experience of working with Deaf young people in an educational setting. St Gregory's will consider suitable applicants who are willing to commit to achieving a BSL level 3 qualification. The person appointed must be able to differentiate work across all subjects in mainstream classes and should therefore be educated to A level. They will also be working 1:1 with Deaf/deaf students to improve their BSL, literacy and numeracy skills. We would also consider applicants who do not hold a qualification but who would be willing to commit to achieving this, the training will be provided by the school.

Hours of work will be Monday to Friday 8.30am – 4pm, (32.5 hours p.w.), term time only plus 5 non pupil days and the salary is Kent Range 5 – Kent Range 6.

Our Offer: We create an environment where our staff can thrive and enjoy the work that they do which enables our young people to flourish, gain confidence, achieve and be happy. We have a reputation for being a very caring environment and we have a great record for investing in staff training and development.



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Job description

Job Title:	Teaching Assistant – Deaf Resources
Salary Grade:	KR5 (£19,723-20,893) – KR6 (£20,997 – 23,262) Depending on qualification and experience)
Line Manager:	Teacher in Charge of the Deaf Resource Base

Main Purpose:

- To provide communication, educational support and integration of Deaf/deaf within the wider school.
- To facilitate optimal access to the curriculum by interpreting spoken information using a Total communication approach (TC) and implementation of alternative teaching strategies and support materials.

General Responsibilities:

1	Key Accountabilities	
1.1	SUPPORTING THE PUPIL	<ul style="list-style-type: none">• Drawing on knowledge of special needs to develop an understanding of the specific needs of the children concerned• To establish a supportive relationship with the children concerned• To assist in assessing individual pupils' progress and in reviewing their progress towards the targets identified in their Education Health Care Plan.• To provide for designated pupils' in-class support, which reflects their targets and/or the teacher's lesson planning• Moderating language or using sign to aid understanding• To provide support where needed by small group/withdrawal work or 1:1• To help pupils become more independent learners by showing interest in their work, assisting them with educational activities and promoting development of their social skills• To provide communication support using a Total Communication approach which is appropriate to the individual needs of the pupils as set out in their Educational Health Care Plan.• To provide communication support in a manner that which facilitates the pupils language development.• To continue to develop BSL skills to Level 3.



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Job description

2		Key Accountabilities
2.1	SUPPORTING THE TEACHER OF THE DEAF AND TEACHING STAFF.	<ul style="list-style-type: none"> To assist the subject teacher/other professionals in the development of suitable programmes of support for Deaf/deaf pupils. To prepare materials and resources for in-class support, small group work and individual tuition for the Teacher of the Deaf. To develop and maintain with the Teacher of the Deaf a system for recording a pupil's progress To contribute to the maintenance and review of pupils' progress and records To liaise with the Teacher of the Deaf, other staff and parents as appropriate to monitor and report concerns regarding pupils with specific needs To undertake work in ways which reflect and promote the school's ethos and policies, particularly those for inclusion and behaviour management To attend and to contribute to school, DRB, SEND and review meetings as appropriate To participate in professional development activities, including D/deaf awareness To undertake any reasonable tasks which the Headteacher or representatives of the Headteacher may request
3		Key Accountabilities
3.1	SUPPORTING THE CURRICULUM	<ul style="list-style-type: none"> Develop a knowledge of the curriculum which the students are expected to follow Help the students develop skills that will enable them to access the curriculum Modify language and texts so that it is accessible to the individual Deaf/deaf student. Continue to develop skills in BSL/English vocabulary to level three to support access to the curriculum.
4		Key Accountabilities
4.1	SUPPORTING THE SCHOOL	<ul style="list-style-type: none"> To undertake work in ways which reflect and promote the school's ethos and policies, particularly those for inclusion, behaviour management and communication. To attend and to contribute to school Deaf Resource Base (DRB), and review meetings as appropriate To participate in professional development activities, including Deaf/deaf awareness To undertake any reasonable tasks which the Headteacher or representatives of the Headteacher may request

This job description outlines the main duties and level of responsibility of the post for the time being. It is not a comprehensive or exclusive list and it cannot anticipate future service demands. There is a clear expectation of the post holder that they will make a positive contribution to enhancing and adapting services. Job descriptions will be reviewed, in consultation with the postholder, at least annually or whenever there may be a significant change to the role.



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Person specification

	Criteria	Essential / Desirable
Faith Commitment	Understanding of the distinctive nature of a faith school.	D
	Experience in leading acts of worship in Catholic schools.	D
	A practising Catholic.	D
Qualifications	BSL level 3 or willing to commit to achieving a Level 3 qualification	E
	Higher Level Teaching Assistant Qualification	E
	CSW qualification Level 3	D
	Level 2 Diploma (or equivalent) and proficient technical, practical and/or computer skills.	D
Experience	Previous experience of working with Deaf young people or similar work in a secondary setting	D
	Supervisory experience including performance management	E
Skills and Abilities	Assembly, disassembly and cleaning of equipment.	D
	Ability to exchange information both verbally and in writing with staff, Pupils, parents or outside professionals and ability to record in class activities	E
	Writing reports	E
	Good behaviour management and communication strategies in working with young people.	E
Knowledge	Knowledge of appropriate use of specialist equipment and materials and ability to communicate this knowledge to staff and pupils.	D
	Thorough understanding of Health and Safety procedures especially as they relate to work in the specific environment (e.g. ST Francis De Sales Deaf Centre). First Aid certificate would be useful.	E
	Knowledge of appropriate use of relevant equipment (including handling hazardous substances safely) and ability to communicate this knowledge to staff and students.	E
	Use of basic technology (computer, video/DVD, photocopier etc.)	E
	Knowledge of policies and procedures relating to child protection, health, safety, security, equal opportunities and confidentiality.	D
	Financial procedures.	D
	Awareness or Knowledge of the Annual Review process	D
	Understanding of Assistive Listening technologies	D

Application process

Please contact the school at HR@sgschool.org.uk to obtain an application form or download it from our website [here](#).

If you wish to visit the school before applying or require any support with your application, please contact HR@sgschool.org.uk

**Please send your application form and related documents to the HR Hub
HR@sgschool.org.uk**

Closing date for applications: 10th of July, 2022

Interviews to be held on: Week of 18th of July 2022

Start date: 1st of September 2022

*St Gregory's is committed to safeguarding and promoting the welfare of children and this position is subject to satisfactory enhanced disclosure from the Disclosure and Barring Service.
We are an equal opportunities employer.*



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