

Welcome to Briary Primary School

Briary Primary School




# Joining Our Briary Staff Team

Together we're Widening Horizons and Raising Aspirations



[www.briary.kent.sch.uk](http://www.briary.kent.sch.uk)  
01227 373095

Briary is proud to be part of  EKC SchoolsTrust



# Welcome to Briary Primary School

"Widening Horizons, Raising Aspirations"

We are a thriving two form entry primary school in Herne Bay.

We set high expectations for all members of our community - adults and children alike - and we take pleasure in celebrating their many and diverse achievements and talents.

The school is a popular choice for local parents. Our curriculum provides rich and varied learning opportunities which enhance our provision. Pastoral care and support are significant strengths of what is very much a family school.

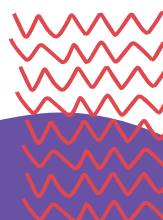
Judged Good by Ofsted we're proud we have "an effective team, ensuring a positive climate while sharply focused on enabling adults and pupils to succeed". (Ofsted Jan 2018).

If you share in our vision, our commitment to safeguarding and believe you would strengthen our community we want to hear from you.



Briary School is proud to be part of the EKC Schools Trust. Read on to learn more about the amazing opportunities this affords our children, our colleagues and our communities.

Nicky Murrell  
Headteacher



## #BriaryisGreat

Visit [www.briary.kent.sch.uk/tv](http://www.briary.kent.sch.uk/tv) to learn more about what makes Briary great!





# Application Process

On the basis that interested candidates will be keen to visit before making a formal application, you can arrange this by contacting [recruitment@briary.kent.sch.uk](mailto:recruitment@briary.kent.sch.uk)

Please ensure you offer a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the Headteacher.

Visits will be hosted by Nicky Murrell, Headteacher.

Candidates wishing to have an initial conversation with the Headteacher about this role can also arrange for a telephone call. Those wishing to do so should also contact [recruitment@briary.kent.sch.uk](mailto:recruitment@briary.kent.sch.uk) (as above) in the first instance.

**To apply for this opportunity, please complete our application form.**

**We look forward to your application.**

**Briary Primary School is committed to safeguarding and promoting the welfare of all our children.**

**Safer recruitment is paramount, and all roles are subject to safeguarding checks, as detailed in Keeping Children Safe in Education, including an enhanced DBS and Barred List check.**

**Our commitment to safeguarding is underpinned by our Safeguarding and Child Protection Policy and robust processes and checks which are in place across the Trust.**





# Senior Teaching Assistant Job Description



**Responsible to: Line Manager**

## **Purpose of the Job:**

To collaborate with teachers in planning and delivering programmes of teaching and learning activities for classes. The primary focus is to undertake educational activities with individuals, groups and whole classes within a framework agreed with and under the overall direction and supervision of a qualified teacher.

Senior Teaching Assistants are expected to provide specialist support. Specifically, this post requires providing specialist support to pupils with Social Emotional and Mental Health needs.

## **Key duties and responsibilities:**

- Plan, prepare and deliver assigned programmes of teaching and learning activities to individuals, small groups and/or classes modifying and adapting activities as necessary under the overall direction and supervision of a teacher.
- Assess, record and report on development, progress and attainment
- Liaise with staff and other relevant professionals and provide information about pupils as appropriate
- Use teaching and learning objectives to plan, evaluate and adjust lessons/work plans as appropriate within agreed systems of supervision
- Assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning
- Support pupils in social and emotional well-being, reporting problems to the teacher as appropriate
- Develop and implement Individual Development Plans for pupils (such as Individual Educational Plans), including attendance at, and contribution to, reviews
- Support the role of parents / carers in pupils' learning and contribute to meetings with parents / carers to provide constructive feedback on pupil progress/achievement etc
- Liaise with external agencies on a regular basis

## **Senior Teaching Assistants may also undertake some or all of the following:**

- Supervise or manage the work and development of other classroom support staff
- Be responsible for the preparation, maintenance and control of stocks of materials and resources
- Be responsible for pupils who are not working to the normal timetable
- Assist pupils with eating, dressing and hygiene, as required, whilst encouraging independence
- Invigilate exams and tests
- Be responsible for the presentation of displays.

**Pay: £23,900 pro-rata**

**Start date: ASAP/Easter 2023**

**Interviews: TBC**



# Senior Teaching Assistant Person Specification

	PERSON SPECIFICATION Senior Teaching Assistant	Application	Interview	Shortlisting Weighting
<b>Professional Skills &amp; Attributes</b>				
1.	Excellent Classroom Practice - committed to providing a high-quality service	✓	✓	6
2.	Good understanding of child development with the ability to apply behaviour management policies and strategies which contribute to a purposeful learning environment	✓	✓	6
3.	Be able to work calmly under pressure with the ability to adapt quickly and effectively to changing circumstance/situations.	✓	✓	4
4.	Good communication skills, courteous and polite	✓	✓	6
5.	Good interpersonal skills	✓	✓	4
6.	Ability to liaise effectively with colleagues and to work with a variety of different people	✓	✓	6
7.	Be able to implement intervention programmes	✓	✓	6
8.	Ability to work with minimum supervision	✓	✓	6
9.	Positive attitude, enthusiasm, and energy to work as part of a team	✓	✓	6
10.	Positive approach to behaviour management	✓	✓	6
11.	Knowledge of the SEN Code or Practice	✓	✓	4
12.	Able to work in one-to-one situations, small groups and in class support when needed	✓	✓	6
13.	Awareness of the importance for confidentiality	✓	✓	6
<b>Experience</b>				
1.	Successful relevant experience of working with children of relevant age within a learning environment.	✓	✓	4
2.	Previous experience of using SEN programmes	✓	✓	4
3.	Experience of the nurturing approach as well as knowledge of the Solihull Approach	✓	✓	4
<b>Specialist Knowledge</b>				
1.	knowledge and understanding of National Curriculum requirements in relation to specialist area (e.g. additional needs, curriculum area), including planning, preparing and delivering programmes of learning activities to groups and classes.	✓	✓	6
2.	Detailed understanding of how pupils of relevant age group(s) and ability learn; relevant learning strategies and methods.	✓		4
3.	Knowledge and compliance with policies and procedures relevant to child protection and health and safety	✓	✓	6
<b>Education</b>				
1.	English Level 2 (e.g. equivalent to GCSE grade C / 4 or above)	✓		6
2.	Maths Level 2 (e.g. equivalent to GCSE grade C / 4 or above)	✓		6
3.	Level 3 Diploma (or equivalent) plus knowledge acquired through training and experience to level of professional standards specified for HLTA status plus additional professional development	✓		4
4.	Evidence of continuing education and training e.g. Workshops and online training	✓	✓	4



# Person Specification - Advice to Candidates

In completing your application please draw attention to the extent to which you meet each of the criteria in the person specification marked as being assessed at application stage.

Please use examples of where you have demonstrated the criteria with as much detail as possible to assist in the shortlisting process.

The shortlisting weighting indicates which criteria are the most important to the recruiting manager:

6 Minimum/critical - criteria which is essential for the role i.e. it would be extremely difficult for the person to carry out the role without already having these essential skills, experiences or qualifications.

4 Important - criteria that would be significant to the candidate being successful in the role. These may be skills, experiences or qualifications that have substantial meaning for the role but could be supported or taught on the job.

2 Other relevant - It would be great if the candidate had, but is not expected to be shortlisted.

Failure to meet all of the minimum/critical criteria would not necessarily preclude your application. Consideration will be given to experience and life skills. Continual Professional Development will be supported and encouraged. Please be aware should we have a large number of applications for any of our roles we may complete the shortlisting of candidates based on the minimum/critical criteria only.

# Proud to be part of



## About Our Trust

At our core our purpose is to:

- strengthen and enhance our communities\*
- enable the power of education to inspire
- maximise and achieve the potential of every learner
- enrich the curriculum through partnership and collaboration

As a family of schools, colleges and business units, EKC Schools Trust and its sister organisation the EKC Group, are committed to raising the aspiration of all within the communities we serve. Enabling all ages to access the highest quality educational provision, helping them to grow and flourish, and achieve their ambitions.

Each of our schools has its own unique and distinctive character and vision for its community, something we proudly celebrate and protect. The Trust is the conduit for connecting us all and providing a central core purpose, which compliments and galvanises the work undertaken in each locality under the EKC banner.

Leadership Teams across the Trust are committed to ensuring our communities, our children and families and our staff grow and flourish and achieve their personal ambitions.

Our children and families experience this through inspiring education, high expectations and our curriculum enrichment programme, delivered in partnership with our friends at the EKC Group. You can learn more about our Curriculum enrichment programme on our website: [EKC Schools Trust - Inspirational Enrichment Opportunities](#)

## Our Commitment to our schools and Staff:

Strengthening and enhancing our communities starts with ensuring our schools and staff draw strength from being part of the Trust.

We empower and develop our staff through high-impact CPD opportunities including coaching and mentoring, professional development programmes, networks and collaboration across the Trust, and with our EKC Group and KMA Partners.

## Our EKC Family



If you share in our vision, our commitment to safeguarding and believe you would strengthen our community we want to hear from you.

# Our Commitment

- A warm and welcoming environment, a true sense of community as a school and across the Trust
- Ongoing opportunities to share your views and opinions and feedback your experience as an employee
- A detailed, comprehensive induction programme that provides all new staff with the tools, knowledge and access to support required to do a really good job
- A comprehensive professional development programme which enables you to remain up to date in your job role, but also offers the opportunity to upskill ready for future opportunities and career progression
- A leadership team (across all academies and the Trust) and a Governance model which actively promotes inclusion, tackles any form of discrimination and truly values the people we work with
- Staff Discounts via the Kent Rewards platform - enjoy generous discounts on everything from high street purchases to holidays. As a member of EKC Schools Trust you'll also benefit from 10% discount to Canterbury College Sports Hall and Gym alongside The Yarrow Hotel located next to Broadstairs College.
- Exceptional pension - Local Government Pension Scheme and Teachers Pension Scheme





# Briary Primary School

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Herne Bay  
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CT6 7RS

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