

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
01227 373095

Briary is proud to be part of  EKC Schools Trust



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.

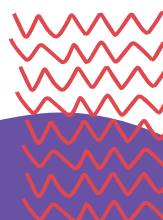
Judged Good by Ofsted we're proud we have "an effective team, ensuring a positive climate while sharply focused on enabling adults and pupils to succeed". (Ofsted Jan 2018).

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 to learn more about what makes Briary great!





Application Process

Interested candidates may wish to visit before making a formal application, to do this you can contact recruitment@briary.kent.sch.uk

Visits will be hosted by our SENCo, Mrs Fi Gallimore.

Candidates wishing to have an initial conversation with the SENCo about this role can also arrange for a telephone call. Those wishing to do so should also contact 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.



SEN Teaching Assistant Job Description

The Purposes of the Role include:

- To support children's learning and to share in the care and wellbeing of the children throughout the school, particularly with those children experiencing difficulties with SEMH.
- To support the emotional, behavioural and pastoral needs of all pupils, particularly with those children experiencing difficulties with SEMH.
- To support individual and small groups of children in the curriculum to help overcoming barriers to learning.
- To carry out specific administrative/ procedural tasks to support the class teacher.
- To be involved in the planning, development and delivery of intervention strategies.
- To observe and monitor pupil's progress and adapt agreed approaches to their particular needs.
- Provide support and assistance for children's pastoral needs (e.g. dressing, going to the toilet, the changing of nappies or the administration of an Epipen)
- To assist in the maintenance of children's records.
- To promote the school's values, culture and ethos.

Specific Duties and Responsibilities:

- Work as part of a team and assist the classteacher/SENCo to ensure quality education for the children.
- To promote the development of numeracy, language and speech, including providing additional support to children with special needs or to bilingual learners, by working alongside the classteacher/SENCo.
- Be aware of and support school policies and procedures.
- Liaise and plan with the teacher to support pupils in their learning
- Work or play with individuals/small groups of children by planning and carrying out relevant activities that accelerate and raise the level of achievement for all pupils involved in all areas of the curriculum, under the guidance of the classteacher.
- Assist the teacher by receiving instructions directly from professional or specialist support staff involved in the children's education. These may involve social workers, health visitors, language support staff, speech therapists, educational psychologists and physiotherapists.
- Report any concerns regarding children's welfare or education, to the classteacher/SENCo.
- Be aware of suspected or actual cases of child abuse, referring such matters to the appropriate designated person for further action.
- Under the direction of the teacher/SENCo, liaise with parents as appropriate, maintaining sensitivity and confidentiality at all times.
- Assist with the reception and departure of children at the beginning and end of school sessions.
- Assist with maintaining good discipline throughout the school at all times, following school procedures.

Pay: TR4 £18,346 to £19,239 (pro rata)

Start date: As soon as possible

Interviews: To be Advised



SEN Teaching Assistant Job Description

- When directed escort and supervise pupils on planned visits/journeys within agreed working hours
- Assist with the preparation of resources e.g. photocopying, repairing books, filing of work, making games and the creation and mounting of displays for children's work.
- Assist and attend with seasonal events e.g. parents evenings, concerts and festivals within agreed working hours
- Attend appropriate staff meetings and training days/events as requested within agreed working hours
- To assist in resolving any behavioural, social and emotional difficulties this may arise. Have high expectations of behaviour and the ability to promote positive behaviour in line with the school's policy.
- To encourage the pupil to develop a positive self-image, and to develop confidence in their abilities and communication with others.
- When appropriate, cover supervise for short periods of time for the whole class in the absence of the teacher e.g. for comfort breaks, retrieving resources or brief discussions with other professionals.
- Accompany pupils on educational visits in school time as requested.
- Provide general assistance at school functions held in school time.
- Such other duties as may be required by the Head Teacher with consultation.

This is not an exhaustive list and some changes to both the Job Description and duties may occur.

Key Responsibilities:

- Contribute to the ethos and aims of the School
- To be aware of and understand the School's Equal Opportunities, Race Equality, Whistleblowing, ICT and Safeguarding Policies (available electronically through SharePoint ensuring at all times that the duties of the post are carried out in accordance with School Policies.
- To read and have a thorough understanding of the School Code of Conduct.

Closing date: Thursday 30th March 2023 12.00 Noon



SEN Teaching Assistant Person Specification

	PERSON SPECIFICATION Senior Teaching Assistant	Application	Interview	Shortlisting Weighting
Professional Skills & Attributes				
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.	✓	✓	6
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
Experience				
1.	Successful relevant experience of working with children of relevant age within a learning environment.	✓	✓	6
2.	Previous experience of using SEN programmes	✓	✓	6
3.	Experience of the nurturing approach as well as knowledge of the Solihull Approach	✓	✓	4
Specialist Knowledge				
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.	✓	✓	4
2.	Detailed understanding of how pupils of relevant age group(s) and ability learn; relevant learning strategies and methods.	✓		6
3.	Knowledge and compliance with policies and procedures relevant to child protection and health and safety	✓	✓	6
Education				
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



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