



# Teaching Assistant

Petham Primary School, Petham, Canterbury,  
Kent CT4 5RD

INFORMATION



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Dear Applicant

Thank you for expressing an interest in joining us at Petham Primary School.

I hope this pack will give you a flavour of what it is like to be part of our successful and supportive school. We would welcome your request to come and visit us during the school day to see for yourself why we are so proud of our pupils and staff who make up our school community.

Petham Primary School is a small, rural school founded in 1776, close to the city of Canterbury. We are very fortunate to be able to learn in such a beautiful setting, surrounded by sheep, trees and hills and we are only a stone's throw away from the local church with which we have strong links. Petham is a happy and friendly place, where children enjoy learning (and playing!) and can achieve great things. We have around 110 children on roll, divided into 5 classes. We are a busy, friendly school, with lots going on. We are proud to be part of Our Community Multi Academy Trust, a group of ten schools under the leadership and guidance of Chief Executive Officer, Mr David Whitehead.

All new colleagues at Petham Primary School are made to feel welcome and professional development of staff across our Multi Academy Trust is one of our top priorities.

If you would like to find out more about our school, please visit our website: [www.Petham.kent.sch.uk](http://www.Petham.kent.sch.uk) or contact the office: [office@petham.kent.sch.uk](mailto:office@petham.kent.sch.uk) (t: 01227 700260).

Please do not hesitate to contact us if you have any questions or would like to know more about the role.

Yours faithfully

Mr James Higgins  
Head of School



Mr Scott Guy  
Executive Headteacher





Role: Teaching Assistant

Grade: KR3 £9,599.97 pro rata (£23,337 FTE)

Working pattern: Tuesday to Thursday, 8.45am to 3.15pm

Hours per week: 18

Working weeks per year: 38

This is a permanent position

Start Date: 01/09/2024

# Advert

This is a fabulous opportunity for a dedicated and organised person to join the school team at Petham Primary School, which is part of Our Community Multi Academy Trust. We are seeking to appoint an enthusiastic teaching assistant to join the school's successful and supportive team. Petham is one of ten schools within Our Community Multi Academy Trust. We are a primary school with 108 pupils on our roll. We are a small, rural village school set in the beautiful village of Petham in the heart of the Kent countryside and are blessed with lovely grounds.

Our Community Multi Academy Trust believe that our people are our biggest asset.

The successful candidate must:

- have experience of working with the primary age range
- have GCSEs in English and maths A - C or equivalent

The successful candidate will support the learning in year 5/6 for 18 hours per week. The hours will be Tuesday to Thursday 8:45am to 3:15pm although there can be some flexibility for the right candidate. The role is Term Time Only (38 weeks per year).

We are looking for someone who:

- has strong Literacy and Numeracy skills to enable you to have a positive impact on children's progress
- has high expectations and is passionate about encouraging the best from every pupil, enabling every child to fulfil their potential
- is able to contribute to, and work as part of a team
- has excellent communication skills and a flexible attitude
- has effective time management and an ability to work on own initiative
- has good IT skills

The role will require the successful candidate to:

- work closely with class teachers to raise the learning and attainment of pupils
- support children in achieving the learning objectives and aims in English, Maths and across all areas of the curriculum
- feedback to the class teacher, keeping records of progress and behaviour

We can offer you:

- positive, happy pupils with an excellent attitude to learning
- a passionate and committed leadership team
- opportunities for professional development and career progression
- a great place to work with a fantastic team who like to have fun!



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# Advert

To find out more about our school and whether you would like to become part of our team, please take a look at our school website to have a look at the vast array of learning opportunities we provide and contact us to book a tour with our Head Of School.

The successful candidate will be subject to an enhanced DBS check along with other pre-employment checks which must be undertaken before the role is confirmed by the school.

Our Community MAT is committed to safeguarding, safer recruitment and promoting the welfare of pupils. Our comprehensive recruitment and selection processes aim to discourage and screen out unsuitable applicants. Successful candidates are subject to rigorous pre-employment checks.

We are equally committed to eliminating discrimination and encouraging diversity. We aim for our workforce to be representative of society and that each employee feels respected and able to give their best. We are committed to providing equality and fairness in our recruitment and employment practices and not to discriminate on any grounds. We oppose all forms of unlawful and unfair discrimination.

Applications to be made via Kent Teach.

For further information about the role, please contact James Higgins via telephone on 01227800260.



# Job Description

## Key Duties and Responsibilities

1. Work with pupils both in and outside of the classroom under the direct supervision of teaching staff and provide feedback to the teacher
2. Support pupils to understand instructions, support independent learning and inclusion of all pupils
3. Support the teacher in behaviour management and keeping pupils on task
4. Support pupils in social and emotional well-being, reporting problems to the teacher as appropriate
5. Prepare and clear up learning environment and resources, including photocopying, filing and the display and presentation of pupils work and contribute to maintaining a safe environment.

Teaching Assistants in this role may also undertake some or all the following:

1. Record basic pupil data
2. Support children's learning through play
3. Assist with break-time supervision including facilitating games and activities
4. Assist with escorting pupils on educational visits
5. Support pupils in using basic ICT
6. Invigilate exams and tests
7. Assist with pupils' personal, social, welfare and health matters, reporting problems to the teacher as appropriate.
8. Assist with pupils on therapy or care programmes, designed and supervised by a therapist / teacher

Our Community Multi Academy Trust is committed to safeguarding and promoting the welfare of children. **This role is subject to an enhanced DBS check.**

**Footnote:** This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post



# Person Specification

## Teaching Assistant

Applicants should describe in their application how they meet these criteria.

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"><li>Level 1 or 2 Diploma (or equivalent) with proficient practical skills.</li></ul>	<ul style="list-style-type: none"><li>Team Teach training</li><li>Paediatric First Aid</li></ul>
EXPERIENCE	<ul style="list-style-type: none"><li>Previous experience of working with children.</li></ul>	<ul style="list-style-type: none"><li>Experience of supporting pupils academic progress and wellbeing</li></ul>
SKILLS AND ABILITIES	<ul style="list-style-type: none"><li>Numeracy and literacy skills.</li><li>Basic IT skills.</li><li>Have the ability to relate well to children and adults, understanding their needs and being able to respond accordingly.</li><li>Good influencing skills to encourage pupils to interact with others and be socially responsible.</li><li>Excellent communication skills with both adults and children</li></ul>	<ul style="list-style-type: none"><li>Ability to use / willingness to learn a range of IT software and hardware e.g. Interactive Whiteboards, Management Information Systems</li><li>Able to recognise when learning is maximised and how the adult role can enhance this</li></ul>
KNOWLEDGE	<ul style="list-style-type: none"><li>Knowledge of policies and procedures relating to child protection, health, safety, security, equal opportunities and confidentiality.</li></ul>	<ul style="list-style-type: none"><li>Understanding of the requirements of the National Curriculum for EY and KS1</li></ul>
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"><li>Professional conduct at all times and with all staff, pupils, other professionals, visitors etc.</li><li>Able to maintain confidentiality</li><li>Flexible and responsive to change</li><li>Calm under pressure</li><li>Self-motivated and pro-active</li><li>Appropriate levels of personal presentation</li><li>Good sense of humour</li><li>Diplomatic and resourceful</li><li>Positive/can do approach</li><li>Loyalty – act as an ambassador for the Trust with visitors and all members of Trust community</li></ul>	
VALUES	<ul style="list-style-type: none"><li>Commitment to school’s aims and values</li><li>Commitment to continuous personal development</li><li>Honest and reliable, displays integrity and commitment to the Trust</li><li>Champion for children – establish positive relationships with Trust children, their families and staff so that pupils see all staff groups as integral and vital parts of the school family</li></ul>	



# OCMAT OVERVIEW

We believe that every part of the body is valuable and integral to the whole (1 Corinthians 12: 14-16). Therefore, we will create a community of schools that, whilst being diverse and unique in their own context, will ensure every child receives the highest quality educational experiences and pastoral support. At the heart of our Trust's vision is a belief in educational excellence, the belief that Our Community Multi Academy Trust is called to serve pupils, staff, families, and the local community by providing places where children develop and thrive academically, socially, culturally, and spiritually in the safest environments possible.

Our Community Multi Academy Trust is committed to sustaining high quality schools. Our focus is to maintain a self-sustaining school improvement model that draws on a wealth of practice and expertise across the Trust facilitated by experienced school improvement leads. Pedagogical excellence is at the heart of our improvement model with a sustained focus on collaborative and mastery learning.

We will maintain and strengthen a shared culture which requires every member of our community, whatever their role, staff or pupil, governor, or parent, to take responsibility for their position and be accountable for what they achieve. We will be driven by a desire to make a positive impact on the lives of all children. This shared community culture will respect, uphold, and complement each school's distinctive ethos and character.

Belonging to Our Community Multi-Academy Trust offers greater opportunities for influence than single schools can achieve. Working together the Trust aims to be greater than the sum of its constituent schools. At the same time, we recognise the unique character of each of our schools and the important role they play with their local community. We will work tirelessly to maintain each school's status within their locality and strengthen their character and reputation.





## THE COMPASSIONATE LEADER

- Will show empathy with children, staff and families through their leadership behaviours
- Will act with fairness and consistency at all times
- Will give credit where it is due and show appreciation for the efforts of every member of staff
- Will not be afraid to make mistakes and will show their own vulnerabilities
- Will go above and beyond to recruit and retain good staff
- Will be unconditionally inclusive
- Will have courageous conversations
- Will be reflective on their own professional practice and be receptive to advice offered



## THE COLLABORATIVE LEADER

- Will articulate a clear vision for their school which is understood and acted upon by all staff, pupils and families
- Will engage in and promote all Trust wide activities – working in a positive partnership with all Trust staff
- Will unconditionally work with other professionals both within and outside of the Trust for the greater good of our children
- Will display commitment to their staff and school priorities, resulting in high staff morale
- Will motivate their staff with passion, enthusiasm and inspiration making staff feel valued for their contribution to the school and the Trust



## THE COMMUNITY LEADER

- Will be highly visible within their own school setting and the local community
- Will be accountable for their actions and decisions
- Will act with integrity, drawing on their values to guide their decisions
- Will empower and enable staff by leading by example
- Will positively promote the Trust and school at all times

# OUR SCHOOLS

## **Primary**

Borden Church of England Primary School, ME9 8JS

Bredgar Church of England Primary School, ME9 8HB

Dymchurch Primary School, TN29 0LE

Lydd Primary School, TN29 9HW

Lynsted & Norton Primary School, ME9 0RL

Milstead & Frinsted Church of England Primary School, ME9 0SJ

Minterne Junior School, ME10 1SB

Petham Primary School, CT4 5RD

Selling Church of England Primary School, ME13 9RQ

The Oaks Infant School, ME10 1GL

# TRUST CENTRAL TEAM

## **Central Support Team**

*(based at Lynsted & Norton Primary School)*

Human Resources Team

Finance Team

Business Support & Management Information Team

ICT Support

Trust Executive Team - School Improvement

Inclusion Executive Officer

Standards Executive Officer

## **The Application Process**

Applications will only be accepted from candidates who complete our application form.

## **The Shortlisting and Interview Process**

After the closing date for this post, a panel will conduct a shortlisting process. You will be selected for interview based entirely on the contents of your application form and we therefore suggest you read the Job Description and Person Specification fully prior to completing your application.

If your application is shortlisted, the Trust reserves the right to conduct an online search as part of our safer recruitment checks in line with KCSIE guidance. Any relevant information found with regards to a candidate's suitability to work with children will be discussed at interview.

Candidates selected for interview will be informed.

All candidates who are invited to interview must bring the following original documents:

- Documents to evidence right to work in the UK
- Visual identification which includes a photograph (driving licence or passport)
- Documentary proof of current name and address
- Where appropriate, documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

## **Conditional Offer**

Any offer of employment will be conditional upon a number of formalities, including, but not restricted to the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check and appropriate checks that may be required if you have worked or been resident overseas in the past five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held an employed teaching role



## **Safeguarding**

OCMAT has robust safer recruitment procedures to help prevent unsuitable people from working with children.

All individuals working in any capacity at our Trust will be subjected to safeguarding checks in line with the statutory guidance Keeping Children Safe in Education.

## **Retention of Information**

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system six months from the date of interview or submission date of application if not successful for interview, in accordance with our retention or records procedure.

Please visit the OCMAT website for all Trust Policies.

[www.ocmat.org.uk](http://www.ocmat.org.uk)

Mr David Whitehead, CEO, Our Community Multi Academy Trust

OUR COMMUNITY MULTI ACADEMY TRUST  
C/O LYNSTED & NORTON PRIMARY SCHOOL  
LYNSTED LANE  
SITTINGBOURNE  
KENT  
ME9 0RL

Company No: 10842747

