

HNF TEACHING ASSISTANT

VACANCY

Selling Church of England Primary School
The Street
Selling
Faversham
Kent
ME13 9RQ

Phone: 01227 752202

Email: office@selling-faversham.kent.sch.uk



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Dear Applicant

Thank you for expressing an interest in joining us at Selling Church of England 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.

Our school is in Selling, a small village situated between the historic market town of Faversham and Sheldwich in Kent. We are lucky to be surrounded by orchards and beautiful views of The Downs and we are very proud of our school. Our staff and pupils share a strong belief in the values and ethos of the school and we are all proud to be part of it. 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 Selling CE 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.selling-faversham.kent.sch.uk or contact the office: office@selling-faversham.kent.sch.uk (t:01227 752202).

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

Yours faithfully

Mr Richard Paez
Headteacher



Advert

Job Title: HNF Teaching Assistant

Grade: Kent Range 3

Salary: £16,371 pro rata (£23,557 FTE)

Hours: Monday to Friday 8.40am to 3.15pm, 30.41 hours per week, 38 weeks per year

This is a fixed term contract ending 31/08/25

This is a fabulous opportunity for a dedicated and organised person to join the school team at Selling CE Primary School, which is part of Our Community Multi Academy Trust. We are seeking to appoint an enthusiastic and committed Teaching Assistant to join our successful and supportive team. This role may suit someone with school-based experience who is looking for a new challenge, but we welcome applications from anyone who feels they have the skills and qualities to thrive in the role. Part-time hours may be considered for the right candidate.

We are looking for someone who is happy, caring and passionate about making a real difference in children's lives. The successful candidate will be flexible in their approach—able to support children across the classroom, including those with additional needs—and will play an important role in helping us maintain an inclusive, nurturing and welcoming environment for all.

Selling Primary is one of ten schools within Our Community Multi Academy Trust. We are a small primary school with 92 pupils on roll and a big heart. Our staff are proud to work here, setting high expectations of themselves in order to achieve the best possible outcomes for our children and the wider community we serve.

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

We can offer you:

- The opportunity to work in an excellent school and to contribute to its growth and development
- Students who love learning
- A stable and committed staff team determined to give our students the best possible opportunities
- Work within a growing Trust who fully believe in the professional development of their staff.
- Supportive, enthusiastic and friendly colleagues
- Extensive school grounds, including access to Forest School, in which to teach

The successful candidate will:

- Have excellent organisational skills
- Are willing to support children in a variety of situations dependent on the needs of the child/ren
- Are enthusiastic and committed to working with children
- Have good teamwork skills
- Respect confidentiality and the potential sensitivities of working in a school
- Be punctual
- Have experience working in a school
- Be able to demonstrate in their application that they can fulfil the main duties of the job description and person specification as a minimum

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.

We reserve the right to close this advert early if we feel we have reached the required number of suitable applicants.

For further information about the role, please contact Katy Buckner, via telephone on 01227 752202.

Job Description

Purpose of the Job:

To work with teachers as part of a professional team to support teaching and learning for pupils across the school. To provide learning support to all pupils including those who need particular help to overcome barriers to learning, such as those with learning difficulties and / or behavioural, social, communication, sensory or physical disabilities.

Key duties and responsibilities:

- Work with the whole class, individuals or small groups of pupils under the guidance of teaching staff and provide feedback to the pupils and teacher in order to support good pupil progress.
- Support pupils to understand instructions, support independent learning and inclusion of all pupils.
- Support the teacher in behaviour management.
- Support pupils in social and emotional well-being, reporting problems to the teacher as appropriate.
- Adhere to all health and safety regulations
- Keep up to date with relevant training such as health and safety and safeguarding procedures
- Act as a role model adopting personal standards of behaviour with Trust staff, Trust pupils and the wider community which support the highest possible standards putting children at the centre of everything you do
- Be aware of health and safety issues within the Trust and its individual schools and how they impact of pupils, staff and visitors to the school Maintain confidentiality and discretion in all aspects of work
- Any other work requested by, and deemed appropriate by, strategic leaders

OCMAT is committed to safeguarding and promoting the welfare of children. **This role is subject to an enhanced DBS check.**

Person Specification

	CRITERIA
QUALIFICATIONS	Relevant Level 2 (or equivalent) preferable.
EXPERIENCE	Previous experienced of working with children in small groups or 1-1.
SKILLS AND ABILITIES	<p>Numeracy and literacy skills</p> <p>Basic IT skills</p> <p>Have the ability to relate well to children and adults, understanding their needs and being able to respond accordingly.</p> <p>Good influencing skills to encourage pupils to interact with others and be socially responsible.</p>
KNOWLEDGE	Knowledge of policies and procedures relating to safeguarding, child protection, health, safety, security, equal opportunities and confidentiality.

Our Community Multi Academy Overview

We believe that the success of an organisation is rooted in the quality of its leadership. In Our Community Multi Academy Trust we believe that leaders who uphold the core values of the Trust and demonstrate the leadership principles as listed below will enjoy the greatest success within their schools.

We believe exemplary leadership is rooted within our three core values. We want our leaders to be:

1. Inclusive Leaders
2. Compassionate Leaders
3. Community Leaders



OCMAT Leadership Principles

The Inclusive Leader:

- Will hold and maintain the highest educational standards for all children
- Will welcome all children and staff to our schools equally
- Will make reasonable adjustments to enable/ensure all pupils to have equitable access to an enriching, broad and balanced curriculum
- Will adhere to the principles of the SEND Code of practice
- Will ensure that their school is an accessible educational environment for all pupils, staff, governors, parents and visitors alike.
- Fosters a culture where all stakeholders/staff feel comfortable contributing their ideas and opinions, ensuring that all voices are heard and valued.
- Upholds and champions British values and protective characteristics, creating a culture of respect, equality and diversity.

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 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

We will ultimately achieve this through being Collaborative leaders

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.

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

Marketing 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, CVs will not be accepted. Applicants can apply directly through the Kent-Teach website. Alternatively, please contact trusthr@ocmat.org.uk for a paper 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 2 satisfactory references in line with KCSIE, one or if applicable, both of which must be your most recent employer and/or most recent childcare setting
- 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



Mr David Whitehead, CEO, Our Community Multi Academy Trust
c/o Lynsted & Norton Primary School
Lynsted Lane
Sittingbourne
Kent
ME9 0RL
Company No: 10842747