**Teaching Assistant**

**This is a permanent, part-time (term-time) role.**

**KEMSLEY PRIMARY ACADEMY**

Coldharbour Lane

Sittingbourne

Kent

ME10 2RP

**Application Pack**

**KEMSLEY PRIMARY ACADEMY, REAch2Kent**

Part of the REAch2 Academy Trust

Henshurst Ridge Primary Academy

Henshurst Ridge

Branston

Burton-Upon-Trent

DE13 9TQ

[www.reach2.org](http://www.reach2.org)

[www.kemsley.kent.sch.uk](http://www.kemsley.kent.sch.uk)

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**Letter from Steve Lancashire, Chief Executive, REAch2 Academy Trust**

Dear Candidate,

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven’t previously received the educational opportunities they deserve.

The Trust consists of ten local Multi-Academy Trusts (MATs) and includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence, and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Steve Lancashire

Chief Executive, REAch2 Academy Trust

**The application process and timetable**

**Closing date for applications – Tuesday 22nd September (4pm)**

**Shortlisting – Wednesday 23rd September**

**Interviews –Thursday 24th September (Details to TBC)**

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

**The application**

You are invited to submit an application form, which is available together with this document.

The Kemsley Primary Academy and REAch2 Academy Trust has an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete and return the Equal Opportunities Monitoring form separately with their application.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

Completed application forms and equal opportunities monitoring forms should be sent by email to:

Iris Homer, Headteacher, email: **headteacher@kemsley.kent.sch.uk**

Please mark your email: Private and Confidential

**Our Kemsley REAch2 Academy**

Kemsley Primary Academy was opened in September 2004 and is a single form entry primary school with a nursery.

Outside, the grounds are laid out into separate play areas and there is also a quiet area. The large field is ideal for games. We also have a woodland conservation area.

We have an open door policy and value the support of parents. We are pleased to welcome parent helpers into school.

**Background on REAch2**

**Background on REAch2 and its Multi-Academy Trusts**

The REAch2 Academy Trust

The REAch2 Academy Trust originated from the successful school improvement and partnership work led by Hillyfield Primary Academy in Waltham Forest, London. The Trust has grown to become a national family of primary academies committed to raising standards and achieving excellence for all pupils, whatever their background or circumstance.

Schools, staff and children within the Trust benefit from a strong ethos of support and collaboration across the REAch2 family. Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust.

REAch2 Trust is part of a teaching school alliance (led by the REAch2 Tidemill Academy in Deptford). As a result, teachers and leaders within the REAch2 family are able to access a range of teacher and leadership development opportunities, including the Improving Teacher Programme and the Outstanding Teacher Programme, as well as programmes for middle leaders and newly qualified teachers.

The Trust is focused on ensuring it supports, develops and empowers its staff so that, in time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. This underpins our approach to school improvement – including the successful improvements that have been achieved so far in many of our schools that have joined the Trust as sponsored academies.

REAch2 benefits from the involvement of leading educationalists, including our board member Professor John West-Burnham, and strong links to prestigious institutions such as the Institute of Education.

The Multi-Academy Trusts

The REAch2 Academy Trust consists of ten Multi- Academy Trusts.

**REAch2 Croydon**

**REAch2 Essex**

**REAch2 Hertfordshire**

**REAch2 Kent**

**REAch2 Maritime**

**REAch2 Staffordshire**

**REAch2 Sussex**

**REAch2 Thames Valley**

**REAch2 Warwickshire**

**REAch2 Waltham Forest**

To learn more about our multi-academy trusts and their schools, please visit [www.reach2.org](http://www.reach2.org)

Our cornerstones and touchstones

REAch2 is a cornerstone of every academy in the Trust: a strong, responsible foundation providing a solid base, from which every academy can build and grow. Defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

What gives each REAch2 Academy its uniqueness are the touchstones of the Trust: seven principles which make our Academies distinctive. Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

The touchstones are:

* **Learning**: children and adults will flourish in their learning and through learning discover a future that is worth pursuing;
* **Leadership**: we aspire to an unwavering emphasis on the highest quality of leadership at all levels. The Trust seeks out talent, develops potential and spots the “possible” in people as well as the “actual”.
* **Enjoyment**: children deserve enjoyment in their learning and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging will release in children their natural curiosity, fun and determination.
* **Inspiration**: inspiration breathes energy and intent into our schools: through influential experiences of people and place, children are compelled to believe that no mountain is too high and that nothing is impossible.
* **Inclusion**: we celebrate the economic, social and religious differences that serving a range of communities across the country brings and we encourage diversity. Embracing inclusion, particularly those children with special education needs, ensures that the Trust serves all and believes everyone can and must succeed.
* **Responsibility:** we take accountability seriously and by being responsible for every child, we act judiciously with control and care. We don’t make excuses, but mindfully answer for actions and continually seek to make improvements.
* **Integrity:** we are a trust that has a strong moral purpose. As a Trust we recognise that we lead by example and if we want children to grow up behaving appropriately and with integrity then we must model this behaviour. We welcome the fact that all our decisions and actions are open to scrutiny.

You can learn more about the touchstones, and hear from staff and pupils across REAch2 schools, at our website: www.reach2.org

**Job Description**

Kemsley Primary Academy

Job Description – Teaching Assistant

**Role:** To support the pupils at Kemsley Primary Academy by meeting their social and learning needs by assisting the teaching staff in delivering the appropriate, differentiated curriculum.

**Main Duties:**

# Supporting the pupils

* To supervise and support pupils in a variety of learning and social contexts.
* To work with pupils both in and out of the classroom, individually or in small groups.
* To establish a supportive and trusting relationship with the pupils.
* To develop appropriate resources to support the pupils.

## Supporting the curriculum

* To develop a knowledge of literacy, numeracy, ICT and other national curriculum subjects relevant to the pupils’ abilities.
* To develop a broad knowledge of additional educational needs and how teaching methods are adapted to meet these needs.
* To develop and adapt resources to support the curriculum.
* To facilitate pupils’ access to the curriculum.
* To be prepared to change children as necessary.

## Supporting the teacher

* To assist the class teacher and other professionals in the delivery of the curriculum.
* To undertake the additional tasks e.g. display, photocopying etc. that have been removed from the role of teachers under workforce reform.
* To contribute to the maintenance of pupils books and records.
* To provide relevant feedback about pupils to the teacher.
* To take part in class or pupil planning meetings as required.
* To prepare classroom equipment, work and resources and tidy as appropriate.
* To actively support the behaviour strategies put in place by the class teacher.

## Supporting the school

* To attend relevant in-service training.
* To liaise and consult with other members of the team.
* To be aware of school procedures, especially those relating to health and safety and child protection.
* To maintain confidentiality.
* To maintain links between home and school via contact books.
* To actively support the school’s Behaviour Policy.
* To support cover supervisor for your class/cover your class to enable the class teacher to have 2.5 hours PPA time.
* To undertake duties, falling within the remit of this post, at the discretion of the head teacher.

Responsible to:

Signed: Date:

Signed: Date:

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Factors** | **Essential** | **Desirable** |
| **Qualifications** | * Good general education
 | * NVQ Level 2 or equivalent professional qualification
 |
| **Training** | * Evidence of Continuing Professional Development
 | * CPD relating to EYFS
 |
| **Experience** | * Working in Reception (EYFS)
* Recording observations
* Leading small groups
* Reading stories to children
 | * Can confidently teach phonics
* Has worked with children with S&L or behavioural difficulties
* Leading interventions
 |
| **Knowledge and Skills** | * Knowledge of the EYFS curriculum
* Phonics knowledge
* Excellent written and verbal communication, able to convey information clearly, accurately and succinctly
* Can write cursively/pre-cursively
 | * Knowledge of children’s Early Years’ milestones
* Knowledge of Safeguarding and policies relating to safeguarding children.
 |
| **Personal Qualities** | * Passionate about Early Years education
* Nurturing
* Kind and caring
* Patient
* Strong Team Player but also able to work under own initiative
 | * Fun
* Good sense of humour
* Imaginative and Creative
 |