



Behaviour Support Assistant

**Grade 4 points 12 to 17 £26,421 to
£28,770**

Pro rata to term time only

Actual Salary £22,311 to £24,294

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Dear Potential Colleague,

Thank you for expressing an interest in this post which is based at Waterhead Academy.

We are looking for an individual who possesses special qualities, and is determined to provide the best possible education to our children. We expect a commitment to safeguarding and promoting the welfare of children and young people. Our focus is always on student progression and attainment and the successful candidate will share our dedication to achieving this.

If you think that you may be the right candidate for this exciting role, then we look forward to receiving your application.

If you would like to discuss the role in more detail, then please do not hesitate to contact the Academy on 0161 620 5859, or to find out more about the academy please visit our website <http://waterheadacademy.co.uk> Further information about South Pennine Academies can be found here <http://www.southpennineacademies.org/>

Yours faithfully,

A handwritten signature in black ink, appearing to read "J Wilson", with a stylized flourish at the end.

Mr J Wilson
Principal

South Pennine Academies

South Pennine Academies works in partnership to raise levels of attainment and aspirations of all students. South Pennine Academies is very well placed to create a unique institution characterised by high achievement and success. The Trust has a national reputation for excellence and has a solid track record of partnership working with employers, universities and local schools.

The benefits that South Pennine Academies brings are immense, adding their expertise and ideas as well as opening up life-enhancing opportunities to all in our Trust.

The key to our Academies' success is a shared vision, effective and transformational leadership and management, robust partnership arrangements, high quality and focused teaching which guarantees students learning and success. This all needs to be achieved amongst a strong and cohesive staff body.

The Trust

Vision

- To develop a group of closely partnered academies
- To ensure all academies are world class Centres of Excellence for Teaching and Learning
- To ensure the Trust plays a pivotal role in improving the life chances of students
- To develop local solutions and partnerships to meet local needs
- To promote school improvement with inclusion and diversity at its core

Values

South Pennine Academies believes in school improvement through a partnership model. This brings drive, expertise and capacity to the school improvement agenda. We recognise and encourage each academy's unique characteristics and ethos, reinforcing their individual identities within their respective communities.

Key Priorities

- Strong and Effective Leadership
- High Performing Staff
- Successful Students
- Engaged Community

Trust Partners



THE SELECTION PROCESS

How to Apply

Thank you for taking time to read about the Academy and Trust. If you wish to apply for the post of Behaviour Support Assistant then you should;

- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose at least two professional referees with one being your current employer and any other employers in the last 2 years (with email addresses if possible). Do not enclose additional CVs.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of our Trust.
- Submit your application by **3pm on Thursday 15th February 2024**
- If you have any queries regarding the application process please contact Vicky Heavens on 07506 095943

Timetable for the selection process

- Closing date for applications: **3pm Monday 1st July 2024**
- Interviews: **Week commencing 8th July 2024**

The Academy is committed to safeguarding and promoting the welfare of all students and staff must share this commitment. Appointment is subject to a satisfactory enhanced Disclosure & Barring service check and the Academy's Safer Recruitment policy and procedures. Please note two references will be taken up prior to the interview process, please ensure your referees are prepared and aware of your application.

Joining South Pennine Academies

- **Professional Development** - The Trust is committed to developing all staff within their roles and creating continued fantastic opportunities for further career progression. Please visit the following link to view the South Pennine Academies CPD brochure - [South Pennine Academies - Professional Development at SPA](#)
- **Pension** – Every employee of South Pennine Academies has access to the Teachers' Pension Scheme or the Local Government Pension Scheme.
- **Wellbeing Benefits** – Through our wellbeing provider, **Smart Clinic**, staff can access a number of generous wellbeing benefits including physiotherapy, 24-hour GP helpline, cancer support, stress counselling support and weight management.
- **Free Will writing service** – Provided via solicitors Dunham McCarthy – a free and completely confidential service for all SPA employees. The free service is provided remotely, either by telephone or video call, at a time to suit you. You will have an adviser to help you complete each step from start to finish.
- **Cycle to Work Scheme** – The Trust has registered to join this scheme as a provider for staff to be able to take advantage of the salary sacrifice tax-relief arrangement. For more information, eligibility criteria and details of how to apply, please contact the central HR team.
- **Annual Flu Vaccinations** – Annual Flu vaccinations offered to staff either by visit from nurse on site or via vouchers, accepted at various GP surgeries or pharmacies

