



# ▶ Barnsole Primary School

## Candidate Information Pack



Maritime  
Academy  
Trust

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Dear Applicant

Thank you for showing an interest in working with the children and staff at Barnsole Primary School.

We are a three-form entry, values-led school with a supportive community. Barnsole has a mixed demographic of approximately 680 children aged between 2-11 and is situated within a mile from Gillingham Mainline Station and less than half a mile from the main A2 into Gillingham.

In September 2020, Barnsole became part of the Maritime Trust which consists of 13 schools across Kent and London. It is Maritime's mission "to empower schools with the means to drive greater and more enjoyable outcomes for children".

The staff at Barnsole are a welcoming and passionate group, who have the children's interests at the forefront of everything they do. Although small, our Senior Leadership Team is also made up of a supportive, friendly and highly dedicated team who live by our values encouraging belief and success in our children whilst developing alongside one another. We are incredibly proud of the support we offer our children and families led through our Inclusion Team.

As we look to appoint like-minded candidates, I hope that you find this pack helpful and strongly encourage you to look at our website, Twitter and Facebook where you can find out more of what we do and the learning we share.

If you would like further information about the school or arrange of tour of Barnsole prior to submitting your application, we would be delighted to hear from you. Please contact our Office Manager on [office@barnsole-maritime.org](mailto:office@barnsole-maritime.org) or telephone 01634 333400 where our team will be only too pleased to help.

I hope to receive your application soon and thank you for your interest in our school.

Interim Headteacher

# Welcome to Barnsole

## Aiming High, Broadening Horizons

We Inspire - We Dream - We Believe - We Flourish

We believe that all children can achieve and succeed. We value, guide and challenge our children to dream big; have a belief that they can accomplish change; be proud of the citizens they are and will become. We build on a child's uniqueness, inspiring and empowering them to forever grow with confidence and resilience in an ever-changing world. We are a strong community, journeying together.

### Equality:

- Equality is accepting myself and others
- Equality is knowing we are all different
- Equality is being understanding and open-minded

### Respect:

- Respect is knowing I am unique and valuable
- Respect is liking who I am
- Respect is listening with an open mind

### Co-operation:

- Co-operation is helping one another
- Co-operation is working together with patience
- Co-operation is collective effort to reach a goal

### Courage:

- Courage is having a moral strength
- Courage is bouncing back
- Courage is taking action when we know it will be difficult

### Honesty:

- Honesty is telling the truth
- Honesty is trust
- Honesty is being true to yourself and to others

### Kindness:

- Kindness is thinking of others and yourself
- Kindness is being helpful
- Kindness is giving and receiving

## Barnsole Values

### BARNSOLE VALUES

RESPECT

COOPERATION

HONESTY

KINDNESS

COURAGE

EQUALITY



# Barnsole Photo Gallery





# What the Parents say about Barnsole Primary School

*"My child is really enjoying his time in Reception and I am happy with the progress he is making."*

*"I have found my child's teachers and teaching assistants all approachable and interested in my child's wellbeing."*

*"My son struggles with social communication. He will not often take part without building a relationship first. This is something Barnsole are working hard at promoting and scaffolding for him."*

*"My child's confidence has grown since being at Barnsole."*

*"Brilliant progress – thank you!"*



# Maritime Academy Trust

Maritime is a charitable education trust with schools across London and the South East and led by the CEO – Nick Osborne.

As an education charity, Maritime are fully committed to advancing education for the public benefit. It is our mission to empower our schools with the means to drive ever greater and more enjoyable outcomes for children.

This is done by seeking out the intersection between logic and magic; between the knowledge children need, the skills that will enable them to navigate a future world of work that doesn't exist yet, and a journey through education that will stick with them as they grow.

Our Maritime Entrepreneurial Curriculum brings this all together, weaving essential skills and knowledge into a thematic approach to learning that is embraced by all of our schools. It culminates with our Maritime Expeditions: child-led learning showcases that demonstrate how children have found solutions to real-world challenges.

Like our name suggests, Maritime draws on the heritage of our original Greenwich home. We are explorers and adventurers who believe that our community grows stronger the more people we meet and the more we learn from them. Our whole approach to what we do, our whole mindset, is that through strong collaboration we can most effectively spark innovation throughout our schools. Collaborate, Innovate, Educate.

We are very proud of how we work together, approaching everything through the lens of our Maritime Behaviours, the ways of working that build towards our vision and make it enjoyable to be a part of the team.

As an employee of the Maritime Academy Trust you can expect:

- a positive working environment
- national terms and conditions
- tailored programmes of CPD with cross trust development opportunities
- a generous package of staff benefits.

You can find out more information about Maritime Academy Trust on the [website](#).



# Staff Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

## Your Maritime Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

National Terms & Conditions



Mental Health First Aiders



Enhanced maternity & paternity benefits



CPD & Progression opportunities



Early salary access & financial advice



Interest free Travel Work Loans



Access to face to face counselling sessions



Annual Flu Vaccinations



Eyecare Vouchers



Local Government & Teachers Pensions Schemes



Cycle to Work Scheme



Comprehensive Employee Assistance Programme





# Application Guidance

Thank you for your interest in working with the Maritime Multi-Academy Trust. This Application Guidance has been developed to help you to complete your application. Please take a few minutes to read through the information before filling out the application form.

Your application will be your first point of contact with the Trust and the school you would like to work with. The content of your application will determine whether or not you will be invited to interview, therefore it is essential that you complete it as fully as possible. We will not make any assumptions about your abilities and do not take into account any previous applications.

CVs are not acceptable in the place of a completed application form and all candidates are required to address the criteria on the person specification for the post. However, you may submit a CV in addition to your completed application form.

## Personal Details

Enter fully and clearly your name, address and telephone number(s) so that you can be easily contacted in the event that you are shortlisted to attend an interview.

## Employment

State clearly your current or most recent employer's name and address. Include details of the post held and (if applicable) reason for leaving.

## Previous Employment

Enter names and addresses of all previous employers, starting with the most recent. You can also include work experience placements, holiday jobs or voluntary work in which you have developed skills relevant to the job you are applying for. It is very important that you complete this section in chronological order, and detail accurately any gaps between employment and other activities.

## Education

Provide full details of your education at secondary level and above along with details of degrees/diplomas and any other qualifications, including those that you are currently studying for. Make sure you give all the information required, including levels and grades of any examinations taken. If a required qualification has been specified for the role, make sure you give all the information required and levels of any examinations taken. You will be expected to provide documentary evidence if you are invited for an interview.

## Supporting Statement

This section is very important. It gives you the opportunity to detail why you feel you are the best person for the job and why you are applying, and is the key information that is used for shortlisting. Before completing this section refer to the Job Description and Person Specification for the role.

# Application Guidance

Focus on how your skills, knowledge and experience meet each role requirement, detailed in the person specification giving specific examples. In completing this section you may refer to both paid and voluntary work and your experience within any school or any relevant experience outside work.

## Referees

Provide the names, addresses and email addresses of two people who are willing and able to provide references in support of your application. One of these must be your current (or most recent) employer.

If you are an ECT We suggest you ask the Headteacher of your most recent placement and your university or college tutor, as they will be able to comment upon your teaching skills.

If you are not currently working with children but have done so in the past, the second referee should be the employer by whom you were most recently employed in work with children. Please note that family members, friends and relatives are not acceptable referees.

Referees will be asked about past disciplinary actions or allegations excluding those that were deemed to be unfounded, unsubstantiated or malicious when assessing your application.

If you are subsequently made a conditional offer of employment, further information may be sought about health and absences.

## Eligibility to Work in the UK

If you are selected to attend for an interview you will be asked to provide documentary evidence of your right to work in the UK.

## Declarations

If you are appointed, you will be required to complete an Enhanced Disclosure and Barring Service (DBS) application. The DBS will provide a report to you confirming whether you have any history of criminal convictions, including cautions and bind-overs.

All posts in schools are exempt from the Rehabilitation of Offenders Act 1974; this means you must declare all convictions, including those that would normally be regarded as 'spent'. The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.

We need to know if you have a close relationship with and/or are related to any employee, governor or anyone else connected to the school, in order to ensure a fair selection process.

If you have a disability please provide details of any adjustments that you will require if shortlisted for an interview. Any details you provide regarding a disability will be dealt with sensitively and will only be disclosed to staff involved in the selection process when it is considered appropriate and necessary.



# Application Guidance

## Submitting Your Application Form

Before submitting your application form ensure that you take time to read it through to check for any errors or omissions. You may find it useful to keep a copy of your submitted application form to refer to if you are short listed for the post you are applying for. Your completed application must be submitted before the specified closing date.

## Next Steps

You will be notified whether you have been shortlisted to attend an interview. It is the policy of the Trust that feedback is not provided to candidates at the shortlisting stage

## Online Checks

In line with KCSIE 2023 guidance, as part of the shortlisting process, the Trust reserves the right to conduct an online search on shortlisted candidates as part of our due diligence and to share any pertinent information found concerning a candidate's suitability to work with children with Hiring Managers to be discussed at interview stage.

## Safeguarding

It is an offence to apply for a job if you are banned from working with children. **Please see our policy statement on the recruitment of ex-offenders**

Maritime Trust and it's schools are committed to recruiting with care and safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to a satisfactory DBS check.

**A copy of the Maritime safeguarding policy can be found here.**

Shortlisted applicants will be asked to complete a criminal history declaration before interview.

## Privacy

A copy of our **privacy statement** for job applicants can be found here

## Diversity

Maritime Academy Trust embraces diversity and equal opportunity in a serious way. We are committed to building a team that represents a variety of backgrounds, perspectives and skills. The more inclusive we are, the better our work will be.

# Job Description

Job Title:	Higher Level Teaching Assistant
Grade:	Medway Grade C2 (12 - 25)
School/Team:	Barnsole Primary School   <input type="checkbox"/>
Reporting To:	
Direct Reports:	None

## Purpose of Job:

Work with class teachers to raise the learning and attainment of pupils

Promote pupils' independence, self-esteem and social inclusion.

Give support to pupils, individually or in groups, so they can access the Curriculum, take part in learning and experience a sense of achievement

## Specific Responsibilities:

### *Teaching and learning*

Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase achievement of all pupils including, where appropriate, those with special educational needs and disabilities (SEND)

Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities

Use effective behaviour management strategies consistently in line with the school's policy and procedures



# Job Description

Support class teachers with maintaining good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment

Observe pupil performance and pass observations on to the class teacher  
Supervise a class if the teacher is temporarily unavailable

Use ICT skills to advance pupils' learning

Undertake any other relevant duties given by the class teacher

To cover and lead class teaching (under supervision) as and when appropriate

Direct the work, where relevant, of other adults in supporting learning

## *Planning*

Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role

Read and understand lesson plans shared prior to lessons, if available

Prepare the classroom for lessons

Use their area(s) of expertise to contribute to the planning and preparation of learning activities, and to plan their role in learning activities

Use allocated time to devise clearly structured activities that interest and motivate learners and advance their learning

Plan how they will support the inclusion of pupils in the learning activities

Add any other duties of particular relevance to your school and the role.

## *Working with colleagues and other relevant professionals*

Communicate effectively with other staff members and pupils, and with parents and carers under the direction of the class teacher

# Job Description

Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision

With the class teacher, keep other professionals accurately informed of performance and progress or concerns they may have about the pupils they work with

Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers • Collaborate and work with colleagues and other relevant professionals within and beyond the school

Develop effective professional relationships with colleagues

#### *Whole-school organisation, strategy and development*

Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision

Make a positive contribution to the wider life and ethos of the school

#### *Professional development*

Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness

Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school

Take part in the school's appraisal procedures

#### *Personal and professional conduct*

Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school

Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality

Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the school community



# Job Description

Respect individual differences and cultural diversity

## General

To undertake any other work appropriate to the level and general nature of the post's duties.

To undertake all duties with due regard to the provisions of health and safety regulations and legislation, the Trust's Equal Opportunities, Data Protection and statutory obligations in respect of safeguarding children.

# Person Specification

Job Title:	HLTA
Grade:	Medway Grade C2 (12 - 25)
Academy/Team:	Barnsole Primary School <input type="text"/>

**Method of Assessment:** AF = Application Form, T = Test, P = Presentation, I = Interview

**Shortlisting Criteria:** Essential criteria assessed via application form should be used to shortlist.

Criteria	Method of Assessment	Essential/ Desirable
<b>Knowledge &amp; Experience</b>		
Level 2 or 3 Certificate in Supporting Teaching and Learning in Schools, Level 3 Diploma in Childcare and Education, or other relevant qualification in nursery work or childcare.	AF	E
Level 4 certificate as an HLTA or equivalent (or willingness to work towards a qualification if not already held)	AF	D
<u>GCSE's</u> at grades 9 to 4 (A* - C) including English & Maths	AF	E
Experience of planning and leading teaching and learning activities (under supervision)	AF	E
<b>Skills and Abilities</b>		
Skills and expertise in understanding the needs of all pupils	AF/I	E
	AF/I	E
Knowledge of how to help adapt and deliver support to meet individual needs	AF/I	E

# Person Specification

Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils	AF/I	E
Understanding of effective teaching methods Knowledge of how to successfully lead learning activities for a group or class of children	AF/I	E
Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the learners they support	AF/I	E
Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice	AF/I	E
<b>General</b>		
Commitment to the highest standards of child protection and safeguarding.	AF/I	E
Understanding of and commitment to the Trust's/School's equal opportunities policies and ability to put into practice in the context of this post.	AF/I	E
Understanding of and commitment to the Trust's obligations in respect of the General Data Protection Regulations (GDPR) 2018.	AF/I	E





## Contact Us



[@barnsoleschool](https://twitter.com/barnsoleschool)



[@barnsoleprimaryschool](https://www.facebook.com/barnsoleprimaryschool)



Barnsole Primary School, Barnsole Road, Gillingham, ME7 2JG



[office@barnsoleprimary.medway.sch.uk](mailto:office@barnsoleprimary.medway.sch.uk)



01634 333 400



Please apply using the link below



<https://mynewterm.com/jobs/144423/EDV-2024-BPS-65290>



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Telephone: 020 8858 0394

Email: [info@maritimeacademytrust.org](mailto:info@maritimeacademytrust.org)

Recruitment: [recruitment@matoffice.org](mailto:recruitment@matoffice.org)