



Teaching Assistant BSL Qualified



Grade 3



Hollymount
School

Black Pear Trust

About Black Pear Trust

Welcome to the Black Pear Trust, rooted in the heart of Worcestershire. we are a dynamic and forward-thinking multi-academy trust where collaboration and innovation thrive. Since our establishment in 2014, we have been on a mission to transform education by fostering inclusive, high-quality learning environments where every child can excel.

Guided by our inspiring vision, “In unity; we broaden horizons, raise aspirations and impact generations,” we work alongside a vibrant community of schools, educators, parents, and partners to create exciting opportunities for students. From nurturing curiosity to driving ambition, we ensure that every learner is empowered to reach their full potential.

With our growing family of schools, we cater for children age 2 - 18, each sharing a passion for excellence. We are shaping a brighter future for generations to come—right here in Worcestershire. Together, we’re not just educating; we’re inspiring!

Our Schools



Emma Pritchard Trust CEO

Miss Pritchards vast experience as a teacher and headteacher allows a fully child led trust strategy across all 8 schools.



Andrea Donnelly School Headteacher

Mrs Donnelly has taught at Hollymount School for many years and has been our inspirational headteacher since 2021.



Our Culture

At Black Pear Trust, we believe that care and compassion are the cornerstones of our educational culture. We are dedicated to nurturing not only the children in our schools but also our colleagues, fostering a supportive environment where everyone thrives. Our commitment to wellbeing extends beyond the classroom, creating a community where every individual feels valued and empowered. We pride ourselves on our authenticity and diversity. Bringing the spirit of the communities we serve into our schools to enrich every aspect of the educational journey.

Together, we build a brighter future for our children and a supportive workplace for our colleagues. The Black Pear Trust is where care meets excellence – we look forward to working with you!

Our Vision & Values

Our mission is to grow excellent learning communities together.

In order to achieve it we are guided by our overarching Trust vision:

In unity; we broaden horizons, raise aspirations and impact generations.



As a Trust we have 4 core values:

- Pride
- Excellence
- Achievement
- Respect

Which for our children translate to

- Proud to be me
- Enjoy Learning
- Achieve Success
- Respect for the World

Application Process

Please thoroughly read this information pack including the job description.

If you think you would be a great fit for Black Pear Trust, complete your application via MyNewTerm.

We shortlist our applicants using a standard matrix for clarity and equity. The top candidates will be invited to interview. Please monitor your emails as all communication will be via MyNewTerm,

Successful candidates will receive a conditional offer of employment pending receipt of positive references, successful Right to Work checks and return of an acceptable DBS check and Child Barred List Check. Once all pre-employment checks have been completed and are compliant with our Safeguarding Policy, you will then receive an Employment Contract via email for signature.

At Black Pear Trust, we place paramount importance on safeguarding the children in our care. For further information on our safeguarding policy including Right to Work and DBS/Barred list checks, please contact HR@blackpeartrust.org.

Job Description: Teaching Assistant Grade 3 - BSL Qualified Reception

JOB PURPOSE

To work collaboratively with teaching staff with their responsibility for the development and education of children, including those with special physical, emotional and educational needs, by utilising advanced/high level of knowledge and specialist skills across a range of specialist disciplines being responsible for a team of Teaching Assistants.

Take responsibility for promoting and safeguarding the welfare of children and young people within the school. To ensure current practices and procedures are followed by maintaining up to date training, including reading statutory government documents.

OUTLINE RESPONSIBILITIES AND TASKS

Under the educational plan agreed with teaching staff and with the minimum of supervision:

- To be fully involved in all stages of the planning cycle to ensure full and effective evaluation of children's curriculum experiences, i.e. planning for children's curriculum experiences, organising and managing learning experiences, intervene in/direct experiences, assess quality of experiences and recording achievement.
- Supervise the activities of individuals or groups of children to ensure their safety and facilitate their physical and emotional development.
- Use specialist skills to undertake those activities necessary to meet the physical and emotional needs of pupils.
- Use specialist skills to foster the intellectual and social development of children.
- Monitor the needs of individual pupils and, in conjunction with teaching staff, to develop appropriate measures to acknowledge progress and achievements, overcome problems and to facilitate physical, emotional and education development of pupils and groups of pupils.
- To lead and supervise the work of individual or team of Teaching Assistants.
- To be part of the school/service management and planning team.
- To be responsible for planning of work programmes for individuals and groups of children.

QUALIFICATIONS REQUIRED (ESSENTIAL)

BSL Qualified - Level 2 or above

The ability to support pupils and staff and communicate with parents through fluent and accurately spoken English

Please note: The trust reserves the right to amend this job description in line with organisational need, following consultation with relevant parties.

Key Dates

11 FEB**FEB****MARCH**

Vacancy
Closing Date

Interview Date

Start Date

Benefits

At Black Pear Trust we offer a wide range of benefits to support our colleagues including:

- Access to a nationally recognised suite of online learning;
- Apprenticeships;
- Free Parking;
- Employee Assistance Programme;
- Access to Nationally Recognised Discounts (Blue Light Card *£5 payable per 24 months)
- Secondments;
- Access to a supportive network and training days across all sites;
- In house HR and Finance advice;
- Local Government pension Scheme.

However, the biggest benefit of being part of Black Pear Trust is the real life impact we make to the children in our schools and the wider community. Our team know they are part of something bigger and feel this every day, Our work is truly rewarding,

Contact



01905 701120



hr@blackpeartrust.org



www.blackpeartrust.org