



ROLE OF

TEACHING ASSISTANT



Consilium
Academies



Moorside
High School

Enriching Lives, Inspiring Ambitions



'We are a school where we get the balance right between academic progress, pastoral support, and the wider curriculum enrichment.'

Moorside High School is a proud member of Consilium Academies, a family of nine schools throughout the North of England. As part of this family, we work collaboratively with a focus on 'Enriching Lives and Inspiring Ambitions' of all the children who attend our schools.'

Mrs Ryles-Dean - Headteacher

Consideration

Considerate about ourselves, others, and our community.

Aspiration

Aspire to be the very best in all that we do.

Resilience

Work hard and never give up. Seek help and help others.

Equality

Value diversity and tackle discrimination.

Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of EAL Teaching Assistant at Consilium Academies.

At Consilium, we are on a mission to being an excellent trust with excellent schools – we would love you to join us in that mission.

We are a values driven trust and bring this to life every day though our commitment to excellence, equity and integrity.

We recognise the unique value of everyone, whether they are staff or students and are dedicated to ensuring that every member of our Trust reaches their full potential. To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

We have a commitment to ensure each and every staff member is supported to achieve their goals within their career and have the skills and development to flourish. This commitment is reflected in our Centre for Professional Learning, where colleagues have access to tailored training opportunities and resources to meet their specific needs.

We firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our academies align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally. We aim to instil a passion for lifelong learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is to create a family of academies that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed.

We look forward to your application, thank you for your interest in joining the Consilium family.



Mr Michael McCarthy

Chief Executive Officer of Consilium Academies.



#TeamMoorside

#WeCare



Welcome from the Headteacher

Dear Candidate

Thank you for showing an interest in this position at Moorside High School, part of Consilium Academies Trust.

The successful candidate will share the school's ambition to raise standards and aspirations by having a positive impact on our students, their families and the wider school community.

Moorside High School is a fantastic place to work, and I am extremely privileged to lead an inspired team of staff who are dedicated to the education of our 1200 students. We are a school where we get the balance right between academic progress, pastoral support, and the wider curriculum enrichment. As we move from the challenges of the pandemic, we are focusing on a balance of measures to tackle catch-up and then move us on to become a truly great school. There is an energy and a passion amongst staff to work on marginal gains and continually refine what we do. The fact that it really is a lovely place to work should not lead anyone to under-estimate the level of ambition we have here. There is no doubt that the school has improved very significantly over the past few years, but we are conscious about not wanting to rest on our laurels and recognise that we have created the opportunity to do something special.

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At Moorside High School, we are very proud of our inclusive ethos, and our core purpose, 'To ensure every student leaves us ready for their next successful chapter, with students attending university or starting a fulfilling career.'

This is an exciting time to join Moorside High School and we thank you for your interest in joining us. We are looking for a candidate with energy and commitment to ensure the highest of standards are met by all students in our all-inclusive school.

I look forward to hearing from you.

Kind regards

Mrs Helen Ryles-Dean

Headteacher

Moorside High School TEAM MOORSIDE - THE MOORSIDE WAY Consilium Academies



Complete all homework and hand in on time



Play your part in the positive learning environment



Wear correct uniform



Planner, equipment, knowledge organiser out on desks



Be respectful to everyone



Use technology appropriately



Look after school property and keep the school tidy



Move around the corridors sensibly



Listen and follow instructions first time



Arrive on time to school and lessons



About the School

Moorside High School is a popular and successful school that offers education for students aged 11-16. We have strong links with our partner primary schools ensuring when students arrive, they are already familiar with many of our teachers and have visited our site to enjoy lessons here numerous times before formally joining us.

We work in partnership, with integrity to ensure our students are at the heart of all we do, ensuring every opportunity is available, instilling equity, being completely inclusive, striving for excellence, whilst staying people centred. Above all, we will live by our school values, Consideration, Aspiration, Resilience, Equality. We have a clear moral purpose and strong educational philosophy to provide each student with the very best education and ensure that, no matter what their background is, students leave us with the skills and support they need to thrive in life beyond school. It seems simple and obvious, but there is nothing more important than the quality of teaching and learning in our classrooms – every minute, every lesson, every day. Staff are learners too. We place significant emphasis on staff development and collaborative partnerships to ensure what goes on in and beyond our classrooms is as good as it can be.

Our school is located on the state-of-the-art Moorside Campus, where we embrace the latest technologies, facilities, and equipment to provide a platform for students to prosper.

In March 2022, we were judged by Ofsted to be 'Good' which is testament to the hard work and dedication of the staff and students. As Moorside High School continues to grow and develops as part of the Trust, this appointment will play an integral part in shaping the future of our school.



About the Trust

Consilium Academies is a Multi-Academy Trust dedicated to Excellence and Equality with Integrity. Consisting of eight schools across three hubs in Salford, South Yorkshire, and the North East of England, our culture is built on support, guidance, capacity building, and fostering a collaborative approach to school improvement.

Our Trust is committed to the highest standards of curriculum, teaching, and learning, leading to excellent outcomes for our pupils. This commitment extends to our staff, with a focus on high-quality learning, professional development, and an uncompromising approach to support and growth.

Schools within the Trust are encouraged to engage in rigorous self-evaluation and take swift action to address any areas of underperformance, guided by our School Improvement Framework.

Our Key Areas of Focus:

Expert Knowledge: We prioritise school-to-school support, fostering expert knowledge, and providing effective assistance to our schools.

Ambitious Curriculum: Our schools share a common language for curriculum development, with a focus on Enriching Lives, Inspiring Ambitions, and embedding Equality, Diversity, and Inclusion throughout.

Effective Pedagogy: Our research-focused approach seeks impactful teaching methods, a shared language for pedagogy, and developing partnerships with external experts.

Purposeful Practice: We respect each school's identity while promoting a shared understanding of high-quality practice and staff development.

Rigorous Assessment & Intervention: We implement evidence-based benchmarking and targeted support through Rapid Action Plans, maintaining a relentless focus on achieving strong outcomes for all students.

Rich Culture: Guided by Excellence, Equality, and Integrity, we aim to identify, attract, develop, and retain expertise at all levels, ensuring our schools contribute to the Trust's success over time.

Led by our Chief Executive Officer, Michael McCarthy, our Central Team provides direct services, accountability, leadership, and management to our schools. We operate a strong partnership model, where our partner schools play a crucial role in the Trust's continual growth and development. Our collaborative approach respects each school's individual identity, empowering them to focus on student achievement and success while being part of a supportive network committed to excellence.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 34 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Vivup. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- Access to the leading salary sacrifice home electronics lease scheme, exclusive to public sector employees
- An excellent CPD offer for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspiration

About the Role

JOB TITLE:	Teaching Assistant with EAL specialism
START DATE:	January 2025
HOURS:	32.5 hours per week
CONTRACT:	Permanent
SALARY:	NJC Grade 5 – Points 8 – 12 £21,028.25 - £22,418.96

Join us as a Teaching Assistant with EAL specialism at Consilium Academies, where a strong sense of collaboration, honesty, and a commitment to excellence and equity with integrity underpin everything we do.

Are you passionate, driven, and committed to delivering exceptional support? This is your chance to be part of an enthusiastic team at Consilium Academies, where we strive to provide the highest quality education for our students.

We are seeking a dedicated, experienced, and approachable Teaching Assistant who also has a TEFL/EAL qualification to support our students who have English as their second language.

We are looking for:

- An inclusive individual, with high expectations of their students, who is committed to maximising rates of progress and has innovative ideas to support all pupils
- Someone with a sense of humour, who understands the importance of developing a positive culture in our organisation.

Begin your journey with a team dedicated to empowering every student to achieve their full potential. If you share our values and have the vision and ambition to drive excellence, we want to hear from you.

The successful candidate will present the best possible example of professional standards to colleagues.

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The closing date for applications is 6th January 2025 at 9.00am.

Interviews will take place on a date to be agreed.

We look forward to welcoming a new team member who shares our commitment to excellence in education!

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

In accordance with our statutory obligations under Keeping Children Safe in Education Consilium Academies is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Consilium Academies might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

Please note: If you have not been contacted within one week of the closing date, please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.

Job Description

JOB TITLE:	Teaching Assistant with EAL specialism
REPORTS TO:	AHT SENDCo
BASED AT:	Moorside High School
GRADE:	NJC Grade 5, scale points 8 - 12
MAIN PURPOSE OF THE ROLE	
To work under the instruction/guidance of a teacher, to provide specific work/care/support programmes. To enable access to learning for pupils and to assist the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area.	
CORE RESPONSIBILITIES & TASKS	
<u>Support for the Pupils</u>	
<ul style="list-style-type: none">• Encouraging pupils to interact and work cooperatively with other and engage all pupils in activities. Promoting independence and employing strategies to recognise and reward achievement.• Supervise and provide particular support for pupils, including those with SEN, ensuring their safety and access to learning activities.• Assist with the development and implementation of individual Education/Behaviour Plans and Personal Care Programmes.• Establish constructive relationships with pupils and interact with them according to individual needs.• Promote inclusion and acceptance of all pupils.• Encourage pupils to interact with others and engage in activities led by the teacher.• Set challenging and demanding expectations and promote self-esteem and independence.• Provide feedback to pupils in relation to progress and achievements under guidance of the teacher.• Support for the Curriculum.• Undertake structured and agreed learning activities/teaching programmes, advising activities according to pupil responses.• Undertake programmes linked to learning strategies e.g. literacy, numeracy, KS3, foundation etc. and feedback to teacher.• Support the use of ICT in learning activities and develop pupil's competence and independence in use.• Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assess pupils in their use.	
<u>Support for Teachers</u>	
<ul style="list-style-type: none">• Assisting with display work and create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans.• Assist with planning of learning activities and support pupils to achieve learning goals.• Monitor the response of pupils to learning activities and record achievements/progress as directed.• Determining the need for and preparing and maintaining general and specialist equipment and resources and assisting pupils in their use.• Provide detailed and regular feedback to teachers on pupils' achievements, progress, problems etc.• Promote good pupil behaviour, dealing with incidents in line with School Policy and encourage pupils to take responsibility for their own behaviour.• Undertake routing marking of pupils' work.• Establish constructive relationships with parents/carers.• To be responsible for keeping and updating records as agreed with the teacher, through the monitoring and evaluation of pupil's responses to learning activities through observation of achievement against pre-determined learning objectives.• Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil's responses/needs.• Administer routine tests and invigilate exams, and accurately record achievement and progress.	
<u>General Tasks</u>	
<ul style="list-style-type: none">• Be aware of and comply with policies and procedures relating to Child Protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.• Contribute to the overall ethos/work/aims of the school.	

- Attend and participate in relevant meetings as required.
- To assist in meeting the physical care needs of students as required.

CORPORATE RESPONSIBILITIES

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues

ADDITIONAL NOTES

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust.

PERSON SPECIFICATION

Qualifications and CPD	Essential	Desirable
NVQ 3 for Teaching Assistants or equivalent qualification or experience.	X	
Where designated to work in a particular curriculum area, to work towards NVQ 2 in that subject area.		X
TEFL or EAL qualification.	X	
Experience, Knowledge and Skills	Essential	Desirable
Experience of working with children of relevant age.	X	
Experience of working with pupils with additional needs.		X
Very good Numeracy/literacy skills (equivalent to NVQ 2 in English and Maths).	X	
Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation.		X
Ability to relate well to children and adults.	X	
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.	X	
Working knowledge of national curriculum and other relevant learning programmes.	X	
Understanding of principles of child development and learning processes and in particular, barriers to learning.	X	
Ability to plan effective actions for pupils at risk of underachieving.	X	
Full understanding of the range of support services/providers.		X
Ability to self-evaluate learning needs and actively seek learning opportunities.	X	
Personal Attributes	Essential	Desirable
Ability to relate well to children and adults.	X	
Ability to self-evaluate learning needs and actively seek learning opportunities.	X	
English Fluency		
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English by a recognized institution abroad	X	
Passing an English or Welsh spoken language competency test or possessing a relevant spoken English or Welsh qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad.		X
Passing an English spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognised institution abroad.		X



Contact us:

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High School**

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