



St Augustine's Catholic College

Together we're stronger

Candidate Information Pack Teaching Partner





Welcome from the Head Teacher

Thank you for your interest in this exciting opportunity to join St Augustine's Catholic College. As a Catholic Lasallian College, we are part of a global network of educational institutions inspired by St. John Baptist De La Salle, the patron saint of teachers. His mission was to provide the highest quality education to those most in need, always honouring the dignity of each child as a 'son or daughter of a great King.'

We strive to live by this vision every day, fostering a welcoming environment where all students and staff feel valued and included. We are seeking a passionate and aspiring colleague to join our dedicated staff team and make a meaningful contribution to our community.

At St Augustine's, we are committed to sustainable growth and improvement in a constantly evolving world. Our recent OFSTED inspection highlighted this commitment:

"The desire to provide educational opportunities which make individuals the best that they can be drives all that the school does."

For us, this means not only achieving academic excellence but also nurturing well-rounded individuals who are ready to make a positive impact on society.

In recent years, our journey of continuous improvement has led to a complete revision of our curriculum, the introduction of an incremental coaching programme for all teachers, and the development of a behaviour system that ensures students can learn in a disruption-free environment.

Central to our mission is our focus on inclusion, which seeks to ensure that every learner can access the curriculum and the opportunities they deserve and are entitled to. St Augustine's is consistently a high-performing school, with academic achievements well above national averages, reflecting both the quality of our education and the dedication of our students.

Our recent OFSTED report also noted:

"Staff feel proud to work at the school. Early career teachers receive appropriate guidance and feel well supported."

If you join us, you will be entering a supportive and challenging environment where you can grow professionally while sharing your talents with our vibrant community. We look forward to learning more about what you can bring to our team and how we can support you on your journey to reaching your full potential.

Aidan Dowle
Headteacher

If you have any further questions or would like to arrange a visit please email hr@st-augustines.wilts.sch.uk or call 01225 362007



SEND Department

St Augustine's Catholic College are seeking to recruit a passionate Teaching Partner who will be an excellent role model, who is committed to raising achievement and able to deliver excellent outcomes and has the ability to inspire and motivate others.

The Department provides support to students across the school. A diverse team of professionals provides support for students with cognitive needs, communication needs, sensory and physical needs, and emotional, social and mental health needs. The team works closely with pastoral and academic staff to ensure we have a full understanding of students' needs and to ensure we can meet those needs effectively.

The lessons-first policy within the school, as well as a commitment to inclusive practice, means that the majority of the work of the Department takes place within students' normal timetabled day. The school SENDCo and team take their support to students' classrooms, limiting the need for withdrawal where possible.

It is a role which would suit someone who enjoys a varied and busy day! It is also a role where you can make a significantly positive difference to the lives of young people.





Job Description

St Augustine's Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post requires a satisfactory enhanced DBS disclosure.

Job Title: Classroom based Teaching Partner (Teaching Assistant)

Grade: E (£13.05-£13.47 per hour), 44.60 paid weeks per year.

Grade F (£13.69 - £14.36) would be considered for an outstanding candidate

Hours: 30 hours per week, Monday- Friday, term time only, permanent.

Reports to: SENDCo

Job Purpose: Support children in their educational and social development. Provide extra support for pupils with special educational needs or disabilities. The College's policy statements provide a framework for all members of staff to ensure the College's aims and objectives are achieved. Members of staff are expected to familiarise themselves with the policy documents which are available on the College website and work within their parameters.

Duties and Responsibilities

- To assist in the support and integration of students with Special Educational Needs, some of whom have additional funding from the LA to enable them to engage in their classroom learning.
- To contribute, where appropriate, to in-house and statutory reviews.
- To identify their own training needs in liaison with the Special Educational Needs Co-ordinator.

General Duties

- Support children in all areas of learning on an individual, class or small group basis.
- To help children who need additional support to tackle certain tasks.
- To support the pastoral work in all years of the College.
- Give extra support to children with special educational needs or disabilities in moving them towards independence.
- Support the teacher in developing learning programmes and activities, and to adapt appropriate materials.
- Assist the teacher with marking and correcting work as appropriate.
- Support the teacher in managing class behaviour.
- Take part in training and meetings as directed.
- To collaborate with colleagues with the college to ensure the learning needs of students in understood.

Additional Specific Duties

- For the pupils you are supporting, who may be any students in the classes in which you are working.
- Aid their learning as effectively as possible, encouraging their development towards becoming independent learners.
- Clarify and explain instructions.
- Ensure they are able to use any equipment and materials provided.
- Assist them in weaker areas such as language, behaviour and social skills.
- Help them to concentrate and remain on task.
- All the above tasks will require moving around the class, working with a range of students



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- Meet physical needs as required while encouraging independence.
 - Assist with the implementation of EHC plans.
 - Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses.
 - Support the use of IT and computing in learning activities and develop pupils' competence and independence in its use.
 - Assist with the preparation and maintenance of equipment/resources required to meet lesson plans/relevant learning activities to support the delivery of an enriched curriculum.
 - Help out with school events, trips and activities.

Resources

- Operate relevant equipment/ICT packages (e.g. MS Office, internet, intranet, SIMS, E-mail)
- Keep up-to-date knowledge of the range of external agencies and opportunities that can be used to provide extra support for students
- Ensure effective communication with all colleagues (teaching and support staff)

General

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not themselves justify the re-evaluation of the post. In cases, however, where a permanent and substantial change in duties and responsibilities of the post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.



Person Specification

	Essential Requirements	Desirable Requirements	How identified
Qualifications /Training	<ul style="list-style-type: none"> • GCSE English and Maths (A* - C) or equivalent (Level 2 Basic Skills Literacy/Numeracy) • Experience of working with young people and families • Recognition of the need for continuing development and training 	Relevant Professional qualification.	Application form
Professional Knowledge and Understanding	<ul style="list-style-type: none"> • Sound understanding of data protection and confidentiality • A good understanding of SEND and strategies to support learners within the classroom setting • Ability to handle difficult situations with sensitivity, confidentiality and discretion at all times, combined with a calm personality, a practical approach and sound judgement • Ability to be a good role model to young people, demonstrate and promote positive values, attitudes and behaviour 		Application form/ interview
Personal and Professional Qualities and Attributes	<ul style="list-style-type: none"> • Ability to work on own initiative with minimum of supervision. • Ability to relate well to students, be an effective role model and motivate students to achieve success. • Excellent interpersonal skills. • Strong numeracy and literacy skills • Ability to develop positive, professional relationships with students, parents and colleagues. • Excellent time management. • A positive attitude and mindset. • Commitment to the pastoral care of all students. • Willingness to participate in further training and development opportunities offered by the school and county, to further knowledge • Have a well organised and systematic approach to work. • Commitment to maintain confidentiality on all school matter • Committed in supporting the Catholic ethos of the College. • Commitment to the pastoral care of all students. 	Practising Catholic Christian/Christian.	Application form/ interview



A Career at St Augustine's

St Augustine's Catholic College is seeking to appoint outstanding individuals. Staff are our most valued asset and we aim to support them both in their current roles and to develop them for future careers. Working alongside the teaching staff, we have a skilled support staff team who perform vital roles within the College. Continuous professional development plays an important role in ensuring that the quality of teaching is very high within the College. There are many opportunities for development, with staff working collaboratively with neighbouring secondary schools within the area.

Professional Development

We are an SSAT leading edge College and use the TEEP model as a framework for Teaching and Learning, and development of outstanding practise.

At St Augustine's, we tailor CPD to an individual's aspirations and make sure that lesson observations are developmental and thoroughly supportive. We run pop up hotspots led by staff, to coach and mentor one another, encouraging a culture of collaboration.

Cyclescheme

St Augustine's Catholic College is a registered employer of the Cyclescheme which is the UK's most popular Cycle to Work benefit, providing staff members with the opportunity to purchase a bike of their choice, tax free. Staff can save 25-39% of the cost of a new bike and accessories whilst also spreading the cost. Payments are deducted via payroll over a term of 12 months.

Staff Wellbeing

A Staff wellbeing group has been set up, giving opportunities for staff to suggest strategies that would possibly impact wellbeing, alongside regular wellbeing audits. St Augustine's pride ourselves on being a family-centred College, with policies such as Shared Parental Leave and Flexible Working to reflect this.

We understand the importance of a healthy work/life balance so we make sure that there is minimal report writing and data capture is measured and timely – we report progress two or three times a year (depending on year group). We also have a marking and feedback policy that considers a teacher's workload and is tailored to each individual department.

Pension Scheme Contributions

We pay in a high percentage of monthly contributions for Teaching Staff (Teachers' Pension Scheme) and Support Staff (Local Government Pension Scheme) members enrolled in these pension schemes.

Support

The school calendar and training is planned in advance across the whole year so people know what is happening and when. We have a highly effective and proactive support staff that play an important role in supporting teaching and learning, including an in-house cover supervision team.

Community Focused

At St Augustine's we are a community working together with a common purpose and motivation. An important part of working together as a community involves valuing each other, working together and living in friendship; empowering us all to be the best we can be.

Our aim is to ensure that all staff feel welcome, recognised and valued as members of our inclusive Christian community. Every member of staff is treated with equality, dignity, and respect; staff are protected from discrimination, and diversity is embraced.

We aim to give every member of staff equal access to opportunities, while catering to individual needs, which will allow them to contribute fully and fairly to flourish in our faith community.



How to apply

If you feel that you would like to join this thriving department, and that you can offer what we seek, please complete the application form on our website. Please consider all the details of the candidate information pack, complete all sections of the application form including your supporting statement that sets out your interests in this post, how you meet the requirements for this role and your ambitions for the College.

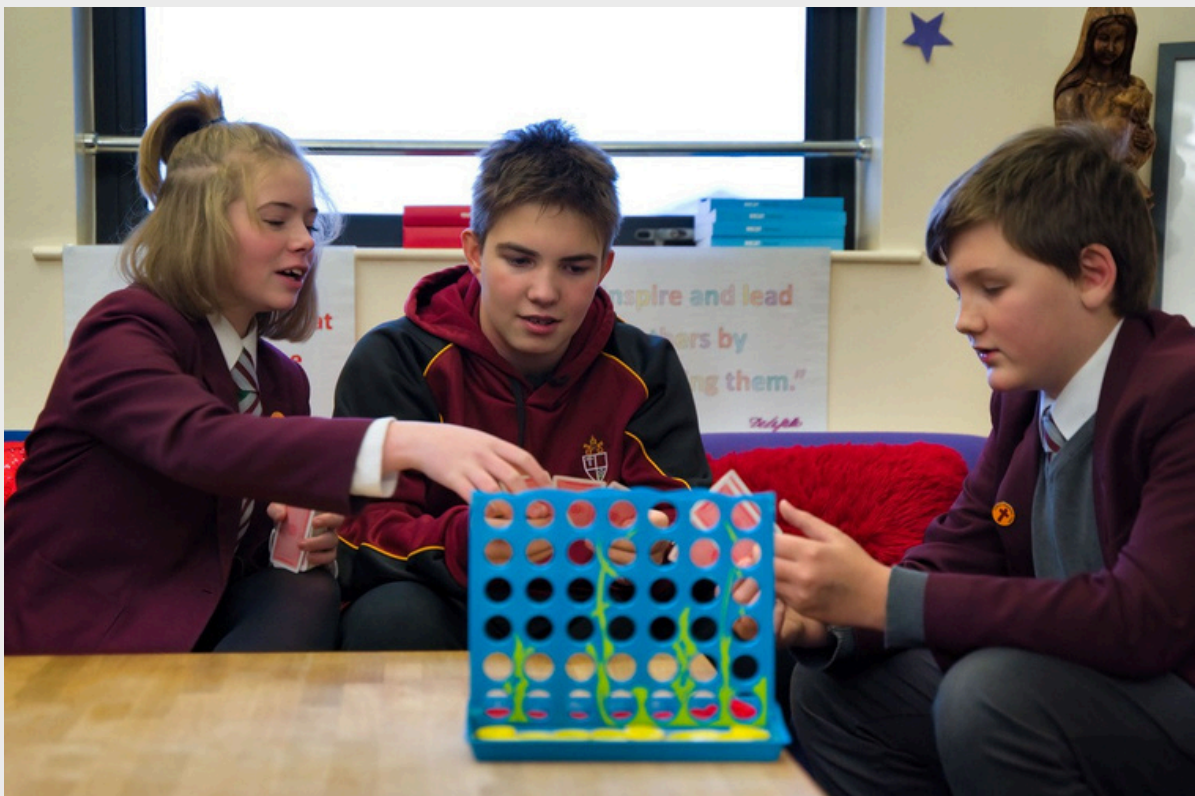
Completed application forms should be returned via email to HR@st-augustines.wilts.sch.uk before the deadline date.

Applications will be reviewed as they are received. Early application is therefore advised with interviews possibly being arranged in advance of the closing date.

St Augustine's Catholic College reserves the right to make an appointment before the closing date.

To arrange a tour or an informal conversation about the role, please email HR@st-augustines.wilts.sch.uk.

Please visit our website at www.st-augustines.wilts.sch.uk for more information about our College.





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