



Castle Newnham School

TRADITIONAL VALUES, BRIGHT FUTURES, ONE JOURNEY

TEACHING ASSISTANT Application Pack



CN CORE School Values

Community Opportunity
Excellence Respect



Castle Newnham School

TRADITIONAL VALUES, BRIGHT FUTURES, ONE JOURNEY

Dear Applicant

June 2024

Teaching Assistant Secondary

Thank you for your interest in this exciting post with our all-through federation.

Castle Newnham provides all-through schooling where ambition and care for each of our pupils are at the heart of everything we do. We came together as Castle Newnham in January 2016 to develop all-through schooling in the community from reception right up to 16. Our aim is to serve the needs of our local community with high standards and a coherent and smooth transition throughout each child's 'one journey'. Knowing pupils throughout their time in education and closely working with families is a central component of our vision.

Our CORE values are Community, Opportunity, Respect and Excellence and we aim to embed these values in all aspects of school life. Our primary provision has an Ofsted grade of 'outstanding' whilst our secondary provision was graded 'good' in all areas at its first inspection in September 2018. The challenge now is to ensure that pupils' experience of education remains excellent throughout their education, whatever their starting point and to achieve the best possible end-of-key-stage and examination outcomes. We actively seek colleagues with a positive outlook and enthusiasm for working with children and young people as well as a desire to constantly improve and learn in whatever is their area of expertise.

Our school is well thought of in the community and both school sites are set relatively close to the centre of Bedford in a pleasant suburb. The South site is situated in a listed Victorian building on Goldington Road. On this site, are classrooms leading off two main halls, offices, a dining room and a new building housing the nursery, library and care club. The North Site is a short walk away near the University of Bedfordshire on Polhill Avenue, of which we are a lead school in a very well-reputed teacher training partnership with the university. Most classrooms are in the main building which includes the four storey tower. There is a separate self-contained primary block which houses Years 5 and 6, a modern sports hall and practical teaching spaces for both primary and secondary pupils. The Performing Arts teaching area includes a studio theatre for our many school productions for all ages and is also used by and is home to the Bedford Music Hub. We have 3 well-established supplementary classes (mixed age) for pupils who need extra support and expertise in order to remain successfully in a mainstream school setting. Our curriculum is based on strong academic knowledge and understanding and taught by specialist teams. Over 70% of our pupils enter the EBacc range of subjects at GCSE.

This application pack, as well as our [website](#), should give you a flavour of the wide and growing range of opportunities our pupils enjoy and participate in as well as information about our curriculum design which interested candidates are urged to look at in depth. Our senior leaders, teachers and support staff are a committed and dedicated team and our pupils are a source of great pride in their enthusiasm, courtesy and care for others. They demonstrate our 'traditional values' of hard work, good behaviour and kindness on a daily basis. One colleague recently tweeted the following message 'I'm so proud to work in a school where I honestly feel like I can legitimately have a work/life balance and still manage to do well at work. Having a supportive and understanding set of colleagues makes all the difference'. I think this sums up the school's ethos. We encourage strong links with families, with our local partners and with international partners.

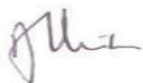
We are keen to recruit a new teaching assistant to a permanent post as our SEND provision expands in our secondary phase. We are looking preferably for someone with experience of a similar role within the education system and/or the personal skills and resilience to develop in the role to support our secondary pupils. The role is to work in classroom settings to identify and develop strategies to support pupils in overcoming barriers to their learning. Working alongside teaching staff and existing pastoral systems you will provide an extra layer of support for pupils in the school. You may also be asked to deliver programmes of support for literacy or numeracy to small groups of pupils. The post would provide excellent experience for a person wishing to move on to a career in teaching.

Also included within this application pack: -

- Job Advertisement
- Job description and personnel specification

I hope this information, alongside that on our [website](#) will encourage you to submit an application for what we believe is a superb opportunity for the right candidate. We accept applications via MyNewTerm only (full details are available on our website in the vacancies section) by the closing date of Monday 26th February (mid-day), interview dates to be confirmed.

Yours sincerely



Mrs Ruth Wilkes
Federation Principal



Castle Newnham School

TRADITIONAL VALUES, BRIGHT FUTURES, ONE JOURNEY

Teaching Assistant - Secondary

NJC level 2A point 3-4
Full time 31.67 hours, term time only
Permanent - to start September

We are keen to recruit a new teaching assistant to a permanent post as our SEND provision expands in our secondary phase. We are looking preferably for someone with experience of a similar role within the education system and/or the personal skills and resilience to develop in the role to support our secondary pupils. The role is to work in classroom settings to identify and develop strategies to support pupils in overcoming barriers to their learning. Working alongside teaching staff and existing pastoral systems you will provide an extra layer of support for pupils in the school. You may also be asked to deliver programmes of support for literacy or numeracy to small groups of pupils. The post would provide excellent experience for a person wishing to move on to a career in teaching.

As well as a supportive team and strong professional development Castle Newnham offers:

- well-behaved, happy, confident and enthusiastic pupils who are keen to learn;
- a school highly valued and supported by parents and the community;
- a nurturing, enthusiastic and committed staff, who can rise to a challenge;
- great opportunities to make your mark and to be part of something exciting and unique

To discuss the role in more detail, please contact Lauren Crowley at lcrowley@castlennwham.school to arrange an appointment. Visits to the school are welcomed.

I hope this information, alongside that on our [website](#) will encourage you to submit an application for what we believe is a superb opportunity for the right candidate.

We reserve the right to withdraw the vacancy should a suitable candidate be found before the closing date.

Previous applicants need not apply.

For further details please go to the school's website castlennwham.school

Castle Newnham Federation is committed to safeguarding and promoting the welfare of children
The position requires an enhanced criminal records bureau (DBS) disclosure
As detailed in the latest Keeping Children Safe in Education guidelines, online searches (social media screening) will be undertaken for all shortlisted applicants



Castle Newnham Federation

Job Description

Post:	Teaching Assistant
Responsible to:	SENDCo (Secondary)
Grade:	NJC Level 2a pt 3-4
Key relationships:	Federation senior leadership team; teaching and associate staff
Location:	Castle Newnham – based on the Polhill Avenue site but able and willing to work on both sites.
Working pattern:	Monday - Friday school hours Enhanced
Disclosure level:	Under the instruction and guidance of teaching staff/managers, to undertake educational activities and attend to the educational, personal and social needs of pupils in order to support their learning and development and to ensure their safety.
Job purpose:	

Support for pupils:

- To attend to the educational, personal and social needs of pupils and any other requirements depending on the pupil's special needs and, wherever possible, make these part of the learning experience (this may include toileting, other hygiene needs, help with dressing and/or assisting with feeding if necessary).
- Under agreed school procedures, to give first aid/medicine where necessary; assist with programmes of special care such as physiotherapy, hydrotherapy or speech therapy under the direction of the appropriate specialist.
- To promote and support the inclusion of all pupils in the learning activities in which they are involved.
- Whilst there may be a specific requirement to support a named pupil or pupils with a Statement of Special Educational Needs, support to other pupils may also be required, at the direction of the Principal.
- To assist with preparation for school visits and the supervision of pupils on such visits, in liaison with the Educational Visits Coordinator.

Support for teachers:

- Within the overall plan set by the class teacher to assist in devising and extending educational activities and in preparation of the curriculum. This may include contributing to the development and implementation of One Page Profiles and Personal and Pastoral Support Plans.
- To help assess and systematically record pupils' progress and achievements, using the results of this monitoring in further support work.
- To efficiently prepare, maintain and use classroom teaching materials and equipment, including organising the use of audio/visual and ICT equipment, bearing in mind the efficient use of school resources (this may include photocopying, arranging displays of work etc.).
- To assist in maintaining classroom discipline by working with individuals and groups of pupils in developing expectations of acceptable personal and social behaviour and help make them part of the learning experience.

Support for the Curriculum

- To support the teaching of literacy, numeracy or other specific curriculum areas/specialisms as required and agreed with the SENDCo and Head of School
- To lead an intervention or group activity (such as phonics) at the direction of the SENDCo and Head of School

Professional standards

- Support the ethos, vision, principles and values of the federation;
- Treat colleagues, pupils and all members of the community, with respect and consideration;
- Treat all stakeholders fairly, consistently and without prejudice;
- Set a good example to staff and pupils in terms of appropriate dress, standards of punctuality and attendance;
- Maintain a high level of confidentiality at all times;
- Support the aims of the federation through attendance at and participation in events such as open evenings, option evenings and the like (as appropriate to responsibilities);
- Take responsibility for own practice and professional development and participate in arrangements as adopted by the federation for the assessment of own performance and that of colleagues, adhering to the federation's policy on staff appraisal;
- Read and adhere to the various policies of the federation, including safeguarding, and implement the relevant sections of federation improvement plans;
- To undertake specific and appropriate tasks as identified by the SENDCo and/ or Head of School as and when required;
- Maintain a calm sense of perspective and good humour when supporting colleagues in potentially difficult situations;
- Play a full part in ensuring that all deadlines are met as published in the school calendar;
- Be proactive and take responsibility for matters relating to health and safety.

Safeguarding children

Castle Newnham Federation is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

General

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

This job description and person specification may be renegotiated by the Headteacher if changing circumstances arise.



Castle Newnham Federation

PERSON SPECIFICATION TEACHING ASSISTANT

Attributes	Essential	Preferred
Education/ Qualifications	NVQ Level 2 or equivalent English and maths at GCSE grade C or equivalent	NVQ Level 3
Experience	Minimum of 6 months' experience of working with children in an educational setting, within the last 5 years.	2 years' experience of working with children in a school.
Skills/ Knowledge/ Aptitude	Understanding educational needs of children. Ability to contribute to the planning and development of educational activities. Ability to work collaboratively with others. Ability to work without constant supervision. Ability in the use of IT in a classroom setting. Good written English.	Knowledge of planning and development of educational activities.

Motivation	Willingness to be flexible. Willingness to undertake appropriate further training. Commitment to equality principles	
Physical	Ability to meet the physical needs of pupils.	
Other	Willingness to acquire First Aid Qualification	Current First Aid Qualification