



Newsome Academy

EDUCATIONAL TEACHING ASSISTANT (LEARNING COACH) CANDIDATE RECRUITMENT PACK



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A proud member of



Information about our Academy



Best Wishes,
Dean Watkin, Headteacher,
Newsome Academy

It is a privilege and a source of great pride to serve both the school and wider community at Newsome. We work closely with the community, parents and carers to make sure everyone is part of our journey to continue to raise standards and create a school where everyone counts; where everyone has the chance to succeed, to discover themselves and learn how to lead a life of integrity, respect and happiness. It is vital that everyone in the community has a voice and knows that they are listened to, including pupils, staff and parents and carers.

Newsome Academy is an aspirational and inclusive school. We believe in the potential of every individual to make exceptional progress from their starting points and to thoroughly enjoy their time at our school. We believe that the wellbeing and happiness of every child is essential and the needs of our children are at the heart of everything we do. Our journey is focused on having very high expectations. It means ensuring children who are successful and strive to achieve their best, know they are valued, believe in themselves and have respect for others. We aim to consistently promote fundamental British values and pupils' spiritual, moral, social and cultural development. **You will hear the word 'family' mentioned a lot and we operate very much in this way.**



Information about the Role and Department



Educational Teaching Assistant (Learning Coach)

- **Contract Type:** Fixed Term until 31.08.2023 with a view to go permanent
- **Salary:** NJC 7-11 (£20,444 - £22,129 FTE)
- Actual Starting Salary - £17,691
- **Contract Term:**
 - Full Time (37 hours p/w)
 - Term Time + 5 days (to include INSET days and work out of Term Time)
- **Start Date:**
 - As soon as possible
- **Closing Date for Applications:**
 - Sunday 9th October 2022
- **Interview Date:**
 - Friday 14th October 2022

Visits and an informal discussions with the Head are recommended
Calls to the Head can be made on: 07342 915625

Are you a talented professional looking for a new challenge?

We are looking for a talented **Learning Coach** that is forward thinking, dynamic and resilient who, working in collaboration with the SENDCO & Pastoral Team, will provide high quality support to our learners with additional needs. The colleague appointed will be a natural inspirer, with the ability to work collaboratively with colleagues at Newsome Academy.

It is crucial that the successful candidate has a sound understanding of school landscapes and how to achieve success within these parameters. As well as supporting the SEND department, the successful candidate will also be part of the wider pastoral and wellbeing family.

Department Information

- This is an exciting stage for the department as we have made many changes across the school over the past twelve months. The department consists of 7 members of staff- in addition to the further 6 members of the Pastoral Team.

Support and Opportunities

- We invest in and support our staff and over the last 12 months have welcomed colleagues onto the Senior Leadership team and other whole school responsibilities as part of their development.
- We support outward facing initiatives through promotion of school visits and CPD training. We also have opportunities for colleagues to gain wider experience in whole school initiatives and this has supported the promotion of a number of internal appointments over the past 12 months.

Exploring our lovely Academy Further...



Joining a new school is a huge thing and it is important to get a feel. Take a look at our website and the video links which give a flavour of what our Academy is like:

- Get a feel for our environment through our [transition video](#).
- Take a look at the Academy in action through our [Discovery week video](#).
- Take a look at our [parental welcome video](#) by the Headteacher.

Job Description

Post: Educational Teaching Assistant (Learning Coach)
Grade: NJC 7-11 (£20,444 - £22,129 FTE)
 Actual Starting Salary - £17,691
Contract Type: Permanent
Contract Term: Full Time (37 hours p/w) | Term Time + 5 days (to be worked out of Term Time)

Purpose

- To work under the guidance of Teaching/Senior Staff to implement and oversee agreed work programmes with individuals/groups, in or out of the classroom. This could include those requiring detailed and specialist knowledge in behavioural areas and will involve assisting the Teacher in the whole planning cycle and the management/preparation of resources.

Duties and Responsibilities

- Constantly uphold and promote our values and vision
- Work directly with the SEN team to ensure effective provision
- Provide students with clear behaviour expectations and ensure our system of sanctions and rewards is firm and fair whilst managing challenging and extreme behaviour of individual pupils
- Work with the teacher to ensure that progress is clearly recorded and relates to the learning objectives/goals for students
- In conjunction with the teacher provide one to one support for targeted pupils or groups of pupils on a short-term basis or for particular lessons, where there are behaviour barriers to learning for the pupils
- Supervise activities and assist with the general management and control of students in the academy
- To assist where required in the planning of learning activities
- Work with individuals or small groups to ensure interventions are delivered that meet the needs of the students and comply with the recommendations of their statements/EHCPs
- To participate in and assist in supervision of educational visits, in conjunction with the teacher / line manager
- Respond to the needs of all students with a sense of urgency
- To participate in and assist in supervision of educational visits, in conjunction with the Teacher/Line Manager
- To provide lunchtime cover as required
- Liaise with relevant staff to ensure all students' needs are met
- Manage own workload and that of others to allow an appropriate work / life balance
- Work in effective partnership with other leaders in the Trust
- Support students throughout the day by fulfilling pastoral responsibilities
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan
- Attend meetings / training and carry out administrative tasks and duties as specified on the academy calendar
- Consistently implement all academy policies
- Contribute to decision-making and consultation procedures
- To contribute to plans, reviews and evaluations of pupils by writing reports on pupils' progress and attendance at meetings
- Report any safeguarding concerns immediately to the Designated Safeguarding Lead
- Carry out any other reasonable duties as requested by the Headteacher/Deputy Headteacher and SENDCo

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> Numeracy and Literacy skills to a level to assist students with their work (GCSE/O'Level Grade C or above) 	<ul style="list-style-type: none"> NVQ Level 3 for Teaching Assistants or equivalent qualifications or experience Training in relevant support strategies 	<ul style="list-style-type: none"> Application Certification
Experience	<ul style="list-style-type: none"> Values driven Strong ICT skills Experience of working with young people in relation to social, emotional, behavioural issues Experience of working in a school setting 	<ul style="list-style-type: none"> Working in a school with a similar context Working with students with EAL Experience of developing effective strategies to promote positive Behaviour Experience of managing challenging and extreme behaviour of pupils 	<ul style="list-style-type: none"> Application Interview References
Knowledge and skills	<ul style="list-style-type: none"> High expectations which motivate and challenge students Understanding and commitment to Equal Opportunities 	<ul style="list-style-type: none"> Understanding of the secondary curriculum and other basic learning programmes/strategies Understanding of Child Development and Learning 	<ul style="list-style-type: none"> Application Interview References
Character	<ul style="list-style-type: none"> Strong moral purpose and drive for improvement Ability to relate to children and adults Values-aligned & resilient Ability to work as a team member Ability to work in a calm manner with children exhibiting behavioural difficulties Motivated, enthusiastic and flexible Excellent interpersonal skills Good sense of humour Desire to develop yourself Ability to receive and act on feedback Strong attention to detail Ability to work under pressure Commitment to the full life of the academy 	<ul style="list-style-type: none"> Ability to liaise with the teachers to plan differentiated work Ability to think clearly and remain calm in an emergency situation 	<ul style="list-style-type: none"> Application Interview References

Information about our Multi-Academy Trust (Impact)



Best Wishes,
Mick Kay, Chief Executive Officer
& Accounting Officer

I am proud to welcome you to Impact Education Academy Trust. The Trust is on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. Our vision is to be a Trust where hearts and minds connect; values-driven partners working collaboratively to ensure education impacts positively on students, families, communities and staff. Impact Academies are aligned to the Trust Mission, Vision and Aims. Our Academies have individual identities which reflect the diverse communities they serve. They have the autonomy to create, explore and learn from different practices and our Headteachers believe that leadership and personal accountability are founded on self-direction and reflection. We believe that collaborative leadership and strong partnership development can lead to significant positive impact on the quality of education through sharing the best collective practice. Our values of Heart, Mind and Connect underpin everything we do and our Core Principles and Aims articulate how we will live these out.



The Whitley
AP Academy



The
Halifax Academy



Newsome
Academy
Everyone Exceptional Everyday



WARLEY
ROAD
Academy



Hill View
Academy
Working together to achieve

Our Trust. Our Family.

Where Hearts and Minds Connect



4200 students | 630 staff | £25m budget



Our Vision

A Trust where hearts and minds connect; values-driven partners who work collaboratively to ensure **education impacts** positively on students, families, communities and staff.

Our Mission

Impact Education Multi Academy Trust is on a mission to **improve the life chances** of children and young people.

Core Principles - Our 'Golden Threads' throughout the Trust 'Family'...



Values Driven
Impact Academies are communities where hearts and minds connect. Each Academy is built around a clear set of values which are focused on transforming the lives of our students.



Learning & Research Focused
Impact Academies transform learning through high quality teaching, coaching and using what works best from research. Academies are on a journey of continuous improvement, whilst ensuring student and staff wellbeing is at the heart of our work.



High Expectations
Impact Academies transform learning through high quality teaching, coaching and using what works best from research. Academies are on a journey of continuous improvement, whilst ensuring student and staff wellbeing is at the heart of our work.



Collaborative Leadership
Impact Academies provide clarity of vision which will enable us to develop shared goals with leaders feeling empowered to share their skills and knowledge for the benefit of the wider trust. Our leaders will inspire, motivate and lead with emotional intelligence.



Effective Relationships
Impact Academies place the development of effective relationships at the heart of their work. Inter-connections with each other, the community, culture, our learning and the wider world is the foundation of everything we do. Our relationships are built on mutual respect, professional trust and challenge.



Development Opportunities
Impact Academies invest in the personal development of students and professional development of staff. Impact Academies provide all students with opportunities to make contribution to their communities and beyond.

Impact
Education
Multi Academy Trust





WE LOOK
FORWARD
TO HEARING
FROM YOU
SOON.

Impact
Education
Multi Academy Trust



