



Being the best we can be



Teaching Assistant

Closing Date: Thursday 2nd February 2023.

Interviews will be held shortly after.

Recruitment Information Pack

Scalby School

Fieldstead Crescent, Scarborough, YO12 6TH

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Dear applicant,

Allow me to extend a warm welcome from all governors, staff and students of Scalby School.

I was delighted to be appointed Head of School and while any Head will say their school is special – I truly believe Scalby is.

It is hard to encapsulate in words the full dynamism and vibrancy of our school. We are hugely proud of our students and privileged to serve them and this community. We see it as our professional and moral duty to prepare them as individuals to play their part as active citizens – rounded and centred and aware of all they might contribute to the world. In practical terms, this commitment is manifested in the lessons we deliver, the extra-curricular opportunities we offer and in the wider opportunities we promote.

Scalby is a school with a strong academic tradition but we are equally committed to the Arts, to sport and to collective and individual achievement beyond the classroom. Our annual productions held at the Stephen Joseph theatre are testament to this, and over the years we have seen productions of Macbeth, Romeo and Juliet, Our House to name but a few.

We have developed and benefited from our partnerships within Coast and Vale Learning Trust, Scarborough Teaching Alliance and local secondary and primaries – a few reasons to join us!

In recent years enormous strides have been made to further increase learning standards. This hard work has seen results improve consistently and led to Ofsted rating our school as 'Good' in 2012 and in 2019. I truly believe we are a school with highly effective teachers and support staff producing outstanding outcomes for our students.

I hope you can see that this is an excellent time to join Scalby. If successful you will join a staff team of wonderful professionals who have ambition for our students and for themselves. I take pride in ensuring colleagues receive opportunities to develop their skills and experiences – and we have an enviable reputation for delivering high quality professional development.

I hope that you will take the time to come and see and experience for yourself the warm and welcoming atmosphere which makes our vision a reality.

Good luck with your application.

Chris Robertson
Head of School

Our results

Scalby School's last set of externally examined GCSE results in 2019 were characterised by high levels of achievement. We have worked hard during COVID to ensure students have also achieved in line with these results in 2020 and 2021 when TAGs were awarded.

Our students consistently make significantly better progress than their peers did nationally. Results in English, Maths and Science are above the national averages at Grade 4 and Grade 5, with 36% of students achieving a Grade 7 or better in English, 28% achieving Grade 7 or better in Maths and 21% achieving Grade 7 or better in two sciences.

Recent results are particularly pleasing because of the high number of students who achieved Grade 8 and 9 across a number of subjects.

None of these fantastic results would have been possible were it not for the professionalism and dedication of our teachers and learning support teams. These results mean that our students leave us now being able to access a wide range of post-16 courses at college and they have the skills and knowledge valued by employers."

Our success in our GCSE results follows our positive Ofsted inspection in February 2019. We are delighted that the high quality of education on offer has been doubly validated at a national level.



Our schools

Newby and Scalby Primary School

We are one of the schools of choice in our community and we are within commutable distance of Whitby, Teesside, York and surrounding areas. Ofsted in 2018 judged us to be 'good' in all areas and as a school we are very much outward facing both in terms of teaching and learning and in constantly thinking about how we can improve.



Since our "good" Ofsted, we continue to build on our successes and we are a family and a team, where everyone is given the challenge and support to be the best they can possibly be in a safe, welcoming and positive environment. Children and staff will work and play together developing skills so that we all become ambitious and reflective lifelong learners as well as being respectful and respected members of the community.

To learn more about us please visit -

[Newby and Scalby Primary School - Home \(coastandvale.academy\)](http://coastandvale.academy)

Friarage Primary School

We are proud to serve the communities around the Castle Ward area of Scarborough as 'Together we can' make a real difference to the life chances of children and young people in Scarborough.



Children and staff will work and play together developing skills so that we all become ambitious and reflective lifelong learners as well as being respectful and respected members of the community.

We are committed to Restorative Practice Principles to nurture respect for all in our school community.

To learn more about us please visit - [Friarage Community Primary School - Home \(coastandvale.academy\)](http://coastandvale.academy)

Scalby School

Scalby School is a successful and popular 11-16 community school and in recent years we have become the school of choice in our local community. We were judged 'good' by Ofsted in 2019 and in 2019 we celebrated sustained results. Our provisional P8 score has placed us in the top 20% of schools nationally. We are proud of our broad and balanced GCSE based curriculum.



To learn more about us please visit - [Scalby School - Home \(coastandvale.academy\)](http://coastandvale.academy)

Lady Lumley's School

Lady Lumley's School (11-18) in Pickering is on a transformational journey. We are a school that is popular with parents and is easily accessible across North Yorkshire, East Riding and Wolds and Vale. The communities we serve around the Pickering, Ryedale and wider Coastal area deserve and need our school to play a leading role in terms of teaching, learning, progress and outcomes.



In April 2020 we welcomed our new Headteacher Clair Foden who joined us at the same time we joined our Trust - Coast and Vale Learning Trust. Lady Lumley's is on an ambitious journey of school improvement.

To learn more about us please visit - [Lady Lumley's School - Home \(coastandvale.academy\)](https://coastandvale.academy)

Scarborough University Technical College

Scarborough UTC is a growing University Technical College (year 9 to year 13) based in a new building, with fantastic technical facilities in the centre of Scarborough. As a University Technical College, we offer a high quality academic and technical education for our students through the specialisms of engineering, health and cyber security. Our unique approach provides students with an excellent range of opportunities including Combined Cadet Force (CCF Navy), strong links to our industrial partners, project-based learning and our flagship Career Development Programme for our Sixth Form students.



Our work with employers and universities ensure we are able to deliver an innovative blend of technical, practical and academic learning which ensures our students make good progress and go on to outstanding destinations.

Our staff are our greatest resource and we have invested in both our teaching and support staff teams which has ensured that educational standards have improved significantly. We have built a staff team of key support and teaching practitioners who are proud to work at our University Technical College.

To learn more about us please visit - www.scarboroughutc.co.uk

Filey Secondary School

Filey School (11 -16) is on an exciting journey. We have a proud heritage in our local community and are embarking on a period of transformation and improvement.



We aim for every member of our school community to develop a love of learning and enable them to reach the highest outcomes that they can. We are committed to ensuring our students are happy, safe and have clear direction and support.

We joined Coast and Vale Learning Trust in June 2022 and our looking forward to a future where our learners and staff can thrive.

To learn more about us please visit - [Filey School - Home \(coastandvale.academy\)](https://coastandvale.academy)

Application Process

The closing date for all applications is **Thursday 2nd February 2023 at 9am**

Interviews will be held shortly after.

Completed applications must be returned to Danielle Rowley Recruitment Assistant at recruitment@coastandvale.academy

If you think you're the person for the job, please complete the enclosed application form and send to the email address above by the closing date.

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date, please assume your application has been unsuccessful.

Queries

Please contact Danielle Rowley at recruitment@coastandvale.academy or by phone on 01723 362301



Job Description

POST:	General Teaching Assistant
GRADE:	Grade C, SCP 2
RESPONSIBLE TO:	SENDco Lead
STAFF MANAGED:	None
JOB PURPOSE:	<p>To work as part of the Student Support Department in supporting and integrating students with special needs into mainstream classes.</p> <p>The Assistant Teacher may work with and receive instructions from the Assistant Head Teacher for Teaching and Learning, SENDCo, Teachers, SEN Manager and other professionals.</p> <p>The post covers all areas with regard to provision and access for students at Scalby School. Assistant Teachers are expected to support students' cognition and learning; behavioural, social and emotional, medical, sensory and physical, communication, and interaction needs, as directed by the SENDCo through the SEN Manager.</p> <p>Assistant Teachers will work in our Access to Learning Centre (ALC) with students who find mainstream education difficult as directed by the SENDCo.</p>
ACCOUNTABILITIES / MAIN RESPONSIBILITIES	<ul style="list-style-type: none"> • To develop an understanding of the special needs of the student/s concerned. • To take into account the students special needs and ensure their access to the lesson and its content through appropriate clarification, explanations, equipment and materials. • To help them record work in an appropriate way. • To develop study and organisational skills. • To help keep the students on task and to build motivation. • To help reinforce learning. • To help build the students confidence. • To encourage the inclusion of the student/s within the class. • To undertake medical training, if required. • To administer specialist programmes with students, under the direction of the specialist external services. • To support students with their personal care – in some cases this can mean assistance with going to the toilet, support for eating food at breaks and lunchtimes. • To provide medical support and administer medication, as required such as epipens, and the daily medication of students, under the direction of the SEN Manager and Senior Leader of Engagement and Safety.

	<ul style="list-style-type: none"> • To assist students with changing for PE and other activities. • To support the behavioural and emotional needs to students, in line with classroom and school policies. • To undertake assessments of students preferred learning styles. • To support year group mentor times. • To provide emotional support for students and support additional programmes and therapy offered. • To work with students on enrichment activities and support students during examinations and internal assessments. • To scribe, read and provide practical assistance for external examinations, under the direction of the Examinations Officer and SENDCo. • To support individualised programmes for students on withdrawal from lessons – including SALT programmes and OT support. • To deliver intervention programmes to small groups of students away from the mainstream classroom.
<p>Communications</p>	<ul style="list-style-type: none"> • To support the teacher in the development and the presentation of the student’s individual programme. • To have clear lines of communication with the student’s teacher. • To have formal meetings with teachers to enable planning and preparation for lessons, where time permits. • Where appropriate, to act as liaison between students and the teacher. • Involvement in keeping records and evaluation of student’s programmes. <p>In relation to the school:</p> <ul style="list-style-type: none"> • To assist in Educational Visits for students with additional needs and other whole school events. • To support college transition and work with students off site for KS4 placements and work experience. • To support whole school events and educational visits for all students of the school. • To work as part of the team in relation to individual students, liaising, advising and consulting where appropriate. • To be aware of school policies and procedures, including those relating to confidentiality. • To identify personal in-service needs and to attend appropriate internal and external in-service training. • Any other tasks as directed by the Headteacher, which fall within the scope of the post.

People/Resource management	<ul style="list-style-type: none"> • To liaise with outside agencies and attend meetings and training as required.
Safeguarding	<ul style="list-style-type: none"> • Know about relevant Government and local guidance, policies and procedures, and how they work in the wider workforce. • Adhere to data protection legislation. • Be responsible for promoting and safeguarding the welfare of children and young people.
Systems and Information	<ul style="list-style-type: none"> • Be aware that different types of information exist (for example, confidential information, personal data and sensitive personal data), and appreciate the implications of those differences. • Share information appropriately – in writing, by telephone, electronically and in person. • Have an awareness and basic knowledge of the most recent legislation and the common law duty of confidentiality. • Ensure that information systems are in place to ensure that accurate electronic and manual records are maintained and updated as required.
Data Protection	<ul style="list-style-type: none"> • To comply with the Trust’s policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.
Health and Safety	<ul style="list-style-type: none"> • Be aware of and implement your health & safety responsibilities as an employee and where appropriate any additional specialist or managerial health & safety responsibilities as defined in the Health & Safety policy and procedure. •
Equalities	<ul style="list-style-type: none"> • We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities. • Ensure services are delivered in accordance with the aims of the equality Policy Statement. • Develop own and team members understanding of equality issues.

Flexibility	<ul style="list-style-type: none"> • The Trust provides front line services, which recognises the need to respond flexibly to changing demands and circumstances. Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post and would be subject to consultation. All staff are required • To comply with Trust Policies and Procedures.
Customer Service	<ul style="list-style-type: none"> • The Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, • respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment. • The Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values. • Understand your own role and its limits, and the importance of providing care or support.
Date of Issue:	November 2022

Scalby School
Person Specification – General Teaching Assistant

Essential upon appointment	Desirable on appointment
<p>Experience</p> <ul style="list-style-type: none"> • Working in a busy environment. • Willingness to participate in training / other learning activities and performance development as required 	<ul style="list-style-type: none"> • Experience working in a school • Able to relate well to young people and foster an atmosphere of mutual respect
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Well-developed interpersonal skills to be able to relate well to a wide range of people including youngsters, staff, families, and carers. • Good communication skills • Behaviour management. 	<ul style="list-style-type: none"> • Good understanding of child development and learning.
<p>Qualifications</p> <ul style="list-style-type: none"> • Good literacy / numeracy skills. 	<ul style="list-style-type: none"> • First aid qualification • Childcare Qualification Level 2 or equivalent.
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Dependability and reliability • Demonstrate interpersonal skills • Confidentiality • Ability to work successfully as part of a team. • Ability to form and maintain appropriate relationships and boundaries with children and young people. • Emotional resilience in working with challenging behaviours: and attitudes to use authority and maintaining discipline. 	
<p>Other Requirements</p> <ul style="list-style-type: none"> • To be committed to the trust's policy and ethos. • To be committed to Continual Professional Development. • Enhanced DBS clearance required • Ability to understand the appropriate relationships and personal boundaries with children and young people. 	