



Inspire Education Trust

Together we achieve, individually we grow

RECRUITMENT PACK

ERP Teaching Assistant



Whittle
Academy



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WELCOME FROM OUR CEO



It is my pleasure to welcome you to Inspire Education Trust.

At Inspire Education Trust we are passionate about making a difference to the lives of our pupils. They are at the heart of everything we do and we strive to inspire all learners, and want all our schools to be the best they can be and for each and every child, to discover the skills, abilities, talents and interests that lie within them.

We believe in working in partnership, enabling us to ensure all children and pupils achieve their full potential. Our schools know the impact that working collaboratively can bring.

Our schools have a desire to question, change and innovate to ensure that what they provide enables our children to become successful learners, confident individuals and responsible citizens.

At the same time, we recognise the importance for each school to retain and promote their individual identity. Every school has its own context and challenges. This is why we encourage our member schools to lead and manage in a way that preserves that individual identity and responds to the specific needs of their children and community.

The combination of autonomy and collaboration across key areas of leadership and management, underpinned by shared values and best practice is what makes our schools special.

Lois Whitehouse – CEO

DEPUTY CEO



We put the quality of education at the core of our vision. Our school improvement strategies provide an excellent framework to deliver a truly broad, balanced and inclusive curriculum with an emphasis on co-curricular activities such as Arts, Music and Sports from age 2 to 18. We believe that every child is a powerful learner.

We are a progressive Trust with an excellent track record of Primary school improvement across our portfolio of 8 schools, 7 of which are Primary schools.



We have strong models of Primary school improvement alongside high-quality implementation and delivery. We have proven able to deliver high standards of education, systematically, through excellent improvement practice that incorporates knowledge building, evidence-informed professional development, and the creation of communities of improvement.

As a successful Trust we deploy the expertise of specialist primary teachers and leaders across our schools to ensure maximum impact.

The goal is for every member of staff, in every classroom to be as **good as they can be** in what they teach (the curriculum) and how they teach (pedagogy), e.g., paired planning time with subject/ teaching expert to develop teacher confidence and pedagogy.

Coaching conversations with teachers/ leaders so that developments come directly from them to motivate and signpost independent improvements through self-study documents such as WALKTHRUS and external courses. This will allow capacity to be enhanced so that teachers can then improve each other and hone/ innovate practice. Once practice is embedded and impactful, we would look to develop leaders of these areas externally to innovate and lead future practice in their school and more widely across the Trust.

We are constantly refining the way we support, challenge, and improve our schools. At the heart of our approach is first-class teaching.

Rob Darling – Deputy CEO

ABOUT THE ROLE

Post Title	ERP Teaching Assistant
Salary Range	Grade 3 – £22,314 - £23,217 (FTE £25,185- £26,204)
Reporting to	Headteacher
Status	Permanent, 37 hours, Term time plus 1 week
Flexibility	Flexible working available

Job Purpose:

To support the classroom teacher with their responsibility for the development and education process by providing care and supervision to children/young people, including those who have special physical, emotional and educational needs.



Main Duties and Responsibilities:

Under the direction and control of the classroom teacher or designated supervisor:

- Supervise and support the teaching activities of individuals or small groups of children/young people to ensure their safety and facilitate in their physical and emotional development.
- Use appropriate skills to undertake the activities necessary to meet the physical and emotional needs of children with special educational, physical or emotional needs.
- Monitor individual pupil's progress, achievements, problems, condition and development needs reporting to the responsible teacher as appropriate.
- Use appropriate skills when actively engaged in pre-determined educational activities and work programmes to encourage the intellectual and social development of pupils.
- Work alongside the team to develop and implement Individual Education/Behaviour Plans and Personal Care Programmes for individuals.
- Promote inclusion and acceptance, support diversity and ensure pupils have equal access to learning and development.
- Provide opportunities for developing independence.

Other Duties:

- Assist the teacher with the planning of learning activities, preparing or modifying work for individuals as directed.
- Use strategies in liaison with the teacher, to support pupils to achieve learning goals.
- Establish constructive relationships with pupils providing feedback to them in relation to progress and achievement as directed.
- Prepare and maintain equipment and teaching resources for activities in the classroom.
- Undertake supervision and discipline of pupils within the procedures of the school/service, providing detailed and regular feedback as appropriate.
- Promote pupil independence in learning, social and mobility skills, reinforcing the pupil's self esteem through praise and encourage, setting challenging and demanding expectations and promote self-esteem and independence.
- Ensure that pupils are able to safely use equipment and materials provided.
- Assist with the implementation of programmes designed by other professionals such as educational psychologists and speech and language therapists.
- Assist the teacher in liaising with other professional staff/external agencies and reporting information from/to parents/carers, contributing to meetings to discuss a specific child's progress as appropriate.
- Assist the teacher with the administration of baseline tests.
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- Prepare/clear classroom as directed before and after lessons, including the preparation of visual aids, and the display and presentation of pupil's work.



- Assist at an appropriate level, and within the school's protocols, with the provision of general care and welfare of pupils which may include: assist with the personal hygiene routines, e.g. toilet training, changing of incontinent children, dressing and undressing; the changing of soiled clothing and its disposal in an appropriate way; assisting with children's injuries and, where appropriately qualified, administering first aid; assist with the administering of medicines under the direction of the appropriate medical staff; assist with the identification and monitoring of children's general health and welfare.
- Be aware of and comply with policies and procedures relating to child protection, health and safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Support and contribute to the overall ethos/work/aims of the school.
- Assist with the supervision of pupils outside of lesson times, including before and after school and during lunchtime.
- Assist with group activities within and away from the classroom/school, such as PE, swimming, educational visits.
- Participate in personal and professional development activities to meet the changing demands of the job, and encourage and support other staff in their development and training.
- Attend and participate in relevant meetings as required.
- Assist the teacher in supporting volunteer helpers or students in the classroom.
- Any other duties and responsibilities within the range of the salary grade.

Safeguarding and Child Protection

- Knows what to do if they have concerns about a child
- Takes on the responsibility for providing a safe environment and promoting children's welfare
- Undertakes regular safeguarding and child protection training
- Familiarises themselves with *Keeping Children Safe in Education part 1* (KCSIE) and local policies and procedures as directed by the trust/academy

Other

- Carries out any other duties as directed by Headteacher that are within the scope, purpose and spirit of the role
- Attends regular continuing professional development (CPD) as required by the school, and other optional relevant CPD to develop good practice
- Proactively takes steps to ensure their mental health and wellbeing is protected, seeking further support if appropriate



PERSON SPECIFICATION – ERP Teaching Assistant

		Essential	Desirable
Education and Qualifications	Relevant Level 2 Teaching Assistant Qualification		✓
	A good standard of education including English & Maths (GCSE/Level 2)	✓	
	Evidence of professional development or learning		✓
	First Aid Trained		✓
Experience	A working knowledge and experience of supporting primary age pupils within a classroom setting		✓
	Experience of supporting pupils with challenging behaviour		✓
	Delivery and assessment of activities to students with SEND	✓	
	Experience of working with children with ASD		✓
	Experience of working with children with Speech and Language difficulties.		✓
Skills and Knowledge	Ability to prioritise tasks, work quickly, particularly under pressure and to deadlines	✓	
	Good communication skills in a variety of contexts in a sensitive and confidential manner with a wide range of people & groups	✓	
	Ability to work as part of a team	✓	
	Excellent interpersonal & organisational skills	✓	
	Dedicated to our vision that all children are entitled to a first-class education	✓	
	Possesses a genuine belief that all children are equal and celebrates the diversity in our school communities	✓	
	Self-motivated and able to work on own initiative without supervision	✓	
	Works with honesty and integrity	✓	
	Emotional resilience in working with challenging behaviour	✓	
	Recognises the importance of protecting their own personal wellbeing	✓	
	Committed to making children feel happy, safe and secure	✓	



Safeguarding and Child Protection	Understands their role in safeguarding and protecting children or a keen willingness to learn this	✓	
	Develops appropriate professional boundaries with children. Knows not to build friendships	✓	
	Awareness of the key safeguarding processes in schools or willingness to understand these	✓	
	In-depth understanding of the requirements of Keeping Children Safe in Education		✓
	A realistic appreciation of the challenges involved in working with children		✓
	Committed to improving safeguarding processes and practices. Sees it as part of their job		✓
Professional Development	Willing to participate in further appropriate professional development	✓	
	Positive approach to own continuous personal professional development and training		✓



ABOUT WHITTLE ACADEMY



Whittle
Academy

FACTS AT A GLANCE

1-FORM ENTRY

NUMBER OF PUPILS: 253

NUMBER OF STAFF: 39

BASED IN: WALSGRAVE, COVENTRY

WELCOME FROM EXECUTIVE HEADTEACHER



We would like to warmly welcome you to Whittle Academy. Whittle is proud to take its name from the pioneering Coventrian Sir Frank Whittle, who invented the jet engine which is on display in our school entrance if you would like to come and have a look!

Whittle Academy is a vibrant, happy school with a real family feel. We pride ourselves on getting to know the passions and talents of each child, celebrating and respecting their differences and recognising their individual successes. Our aim is to instil in each of them a lifelong love of learning, a deep curiosity about the world around them and a knowledge that they can aspire to be whatever they choose to be.

To ensure that all children achieve their very best at Whittle, we believe in the importance of children feeling safe, secure and ready for learning. We offer a nurturing environment that supports children to reflect on their own needs, become





independent, develop resilience and grow in confidence. Our focus is on children becoming well-rounded adults of the future, developing both emotional and academic intelligence.

Whittle Academy takes great pride in its curriculum, lauded in the 'Good Ofsted' of January 2024. The curriculum is both exciting and engaging, inspiring children through enriching experiences. With a strong local focus on Coventry and a commitment to preparing children for life in the 21st century, our students eagerly discuss their learning, showcasing it in their books.

Central to Whittle Academy's success is the value placed on partnership working. We continue to nurture these collaborations as we progress. Our collaboration extends to other schools within the Multi-Academy Trust (MAT) – Walsgrave CE Academy, Clifford Bridge Academy, Stockingford Academy, Arley Primary, Frederick Bird Primary, and Hearsall Community Academy. This collective effort allows mutual support, and collaboration among teachers and leaders, and ensures we stay abreast of educational changes. We wholeheartedly embrace the MAT's vision: "Together we achieve, individually we grow." Our partnership with parents and the community is paramount, aiming to empower you to work with us in supporting your child's learning at home.

All children, staff, parents, and governors, contribute to making Whittle Academy a special place. We are eager to share the unique aspects of our school that make it an excellent learning environment. If you are interested in joining us or learning more about our school, please feel free to come and talk to us – our door is always open.

Helen Hastilow – Executive Headteacher



OUR SCHOOL VALUES

Care

Care is fundamental as it fosters a nurturing and supportive environment. It goes beyond academic achievements, focusing on the well-being of each child. Care involves both educators and peers looking out for one another, creating a sense of security that supports the overall learning experience. When students feel cared for, they are more likely to engage in their studies, build positive relationships, and develop a strong foundation for emotional and social growth.

Respect

Respect is a cornerstone of school life. It promotes a positive and inclusive atmosphere where diverse perspectives are valued. Learning the value of respect early on sets the groundwork for strong interpersonal skills, creating a harmonious learning environment. Additionally, it encourages a sense of responsibility and empathy, crucial for the overall character development of young learners.

Resilience

Resilience is a vital value as it teaches us to face challenges, setbacks, and failures with determination and a positive mindset. Resilience fosters the understanding that mistakes are opportunities for learning and growth. This value empowers us to persevere through difficulties, ultimately building confidence in our abilities. Developing resilience early on equips children with essential coping mechanisms, preparing them for the academic and personal challenges they may encounter in their educational journey.

Community

The value of community emphasises the importance of working collaboratively with peers, teachers, and families. It instils a sense of belonging and shared responsibility. In a strong community, students learn the significance of cooperation, communication, and supporting one another. This value promotes a positive school culture where everyone feels valued, contributing to a conducive learning environment.

Success

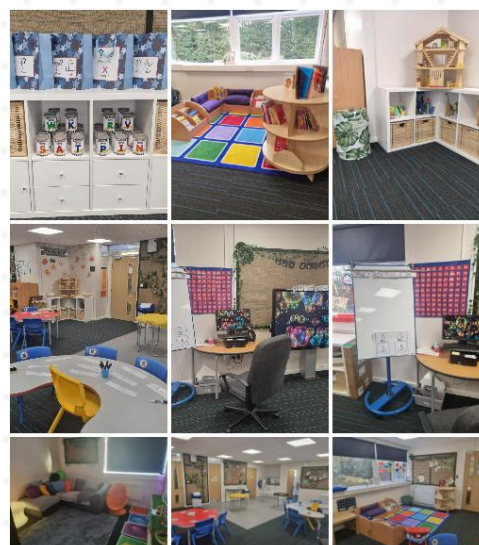
Success goes beyond academic achievements; it encompasses personal growth, development, and the attainment of goals. Instilling the value of success encourages a positive attitude towards learning and motivates our children to strive for their best. Recognising and celebrating both small and significant accomplishments boosts self-esteem, fostering a culture where students are driven to set and achieve their targets. The value of success sets the foundation for a lifelong love of learning and personal achievement.

ENHANCED RESOURCE PROVISION



At Inspire Education Trust, we are committed to ensuring all children flourish and support the needs of all children. To help and enable children to achieve their full potential and who find it difficult to access learning in their mainstream classroom, we have opened an Enhanced Resources Provision which is commissioned by Coventry City Council for September 2023.

Ten children with an EHCP have been allocated a place in the ERP, who need specialist provision to support Communication and Interaction difficulties.



We have support from the Complex Communications Team and a Speech Therapist who have regular days and times in the ERP. We have a leading teacher, Mrs Edwards and four skilled Teaching Assistants. Children who access the ERP are part of our Whittle school community and are encouraged to engage with school life.

WHITTLE ONLINE

Please see below the ways to connect with Whittle Academy online. We have so much great content on our website and our social media, which is where you can see what life at Whittle is really like.

www.whittleacademy.org

Facebook

facebook.com/whittleacademy

Instagram

instagram.com/whittleacademy

X/ Twitter

twitter.com/whittleacademy

YouTube

youtube.com/@whittleacademy





ABOUT INSPIRE EDUCATION TRUST

Inspire Education Trust is an Multi Academy Trust that grew from a shared belief that children deserve a first-class education, so that each child and student understands what they are capable of, and what talents they have, and strives for excellence in themselves to succeed in the next stage of their education and the world of work.



Inspire Education Trust

Together we achieve, individually we grow

We understand that every member of our staff is here for the best interest of our children. With them, we want to ensure that every child is valued and that the unique identity of each of our schools is protected, celebrated, and recognised for the contribution it makes to ensuring our pupils have the best education and experiences.

Inspire Education Trust is made up of 8 schools.

Arley Primary School, New Arley, Warwickshire (2024)
Blue Coat Church of England School & Music College, Stoke, Coventry (2020)
Clifford Bridge Academy, Binley, Coventry (2015)
Frederick Bird Primary School, Hillfields, Coventry (2024)
Hearsall Community Academy, Earlsdon, Coventry (2017)
Stockingford Academy, Nuneaton, Warwickshire (2019)
Walsgrave Church of England Academy, Walsgrave, Coventry (2015)
Whittle Academy, Walsgrave, Coventry (2015)

Our Trust Motto encapsulates the beliefs and ideals of our family of schools.

"Together we achieve, individually we grow"



KEY FACTS AT A GLANCE

7 PRIMARIES & 1 SECONDARY

MIXED MAT – 2 CHURCH OF ENGLAND SCHOOLS

5,000+ PUPILS AS OF JAN 2024

709 STAFF

OPERATING OVER 2 LOCAL AUTHORITIES



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STAFF WELLBEING & SUPPORT 'THE LITTLE THINGS'

At Inspire Education Trust, we are committed to working towards the best balance of hard work, commitment and wellbeing as well as avoiding the burden of unnecessary tasks. Our trust leaders aspire that all colleagues are fit, well and content at work. Some of the little but important things we give back to staff are listed below; new ideas are always welcome.



External coffee van visits site for staff use



Support for new staff starters who join Inspire Education Trust (e.g. buddy pairing)



Calendars regularly reviewed with staff workload in mind



No Student or class data collected for data's sake



Prayer and worship time across our CofE schools



8 free external counselling sessions for all staff



PPA time designed to promote a healthy work life balance



Dedicated classroom wherever possible for all teaching staff



Free Wellbeing App Subscription



Time off for staff wellbeing



Staff wellbeing integral to the appraisal process.



Enhanced paternity leave for all staff - 1 week at full pay and 1 week at Statutory Paternity Pay



Gym and fitness membership discount through CV-Life (based in Coventry)



Flexible and generous approach to family appointments, children's events, nativities, sports days etc



Opportunities for staff to get involved in sport and physical activity



Opportunities for career development always considered



Measured approach to lesson drop-ins



Staff marking & workload group to guide and develop policy



Communications protocol which promotes a healthy work life balance



Cycle to work scheme



Approachable Senior Leadership Teams



Staff social events (e.g. time to talk)



Staff wellbeing champion network of support



EAP (Employee Assistance Programme) - Health Assured



Employer pension contributions of 23% + for teaching and support staff.



Generous holiday allowance for all year-round support staff (28 days annual leave, plus 8 bank holidays. Increasing to 33 days after 5 years of service)



Access to trained Mental Health First-Aiders for all Staff



MAKING AN APPLICATION

Applications for this post will only be accepted using the electronic application form on the My New Term website: <https://www.ietrust.org/vacancies/>

The closing date for applications is 13th February 2026

Interested candidates are encouraged to contact whittle.admin@whittleacademy.org to arrange an initial conversation with Daisy Morgan – Assistant Headteacher.

Applicants are advised to contact whittle.admin@whittleacademy.org if they wish to organise a visit to the school.

Shortlisting will take place and shortlisted candidates will need to be available for interview Wednesday 25th February 2026

If you have any questions relating to the application process, see the FAQ's page and if you still have a question - please do let us know by contacting Catherine Alexander-Gamble Catherine.alexander-gamble@ietrust.org

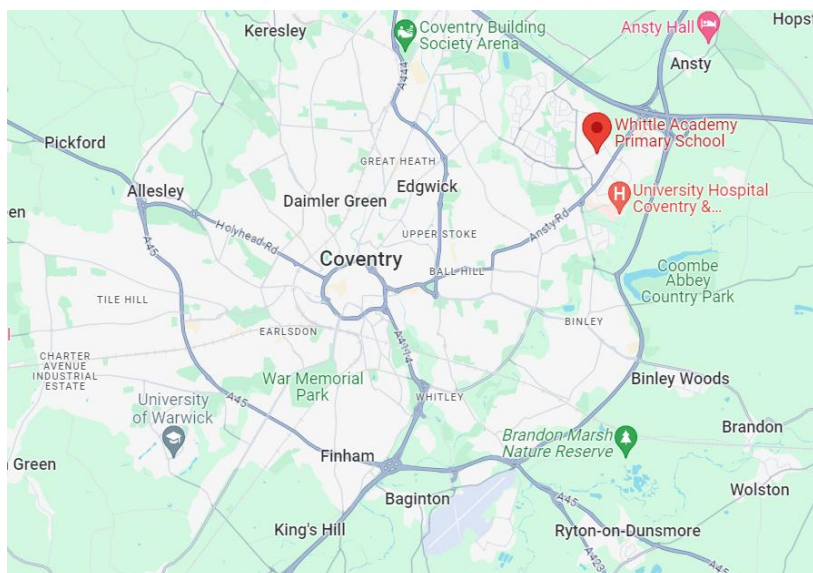
We look forward to hearing from you.





HOW TO FIND US

If you arrange a visit or are successfully shortlisted for an interview, then you will need to visit our school. Please see the below for guidance and directions on how to find Whittle Academy.



ADDRESS

Whittle Academy
Narbeth Way
Coventry
CV2 2LH

*A 5-minute drive from
University Hospital
Coventry, and a 15-minute
drive from Coventry city
centre.*

PARKING

As you arrive at the gate, you can drive in and there are 2 car park areas that you can park in. See the circled below for parking locations. Please note access to these car parks on closed between 8:30-9:00 and 15:00-15:30.





STAFF TESTIMONIALS

Taken from our 2023 staff wellbeing survey

"I work with a wonderful team of colleagues who are supportive and will make themselves available when needed to debrief etc. I feel very blessed that my line manager in particular is very supportive and understanding and takes into consideration any presenting factors which could potentially impact on my wellbeing and workload."



"I find that generally my wellbeing and work-life balance is good. I find that SLT are very supportive of my department and I can talk to other people I work with about any issues. I appreciate that any time there are parents evenings, there is not CPD on a Monday evening. I also like that we have been given other training days as days off, such as September 1st."

"I feel well supported in my role. In particular with regard to flexible working and ad-hoc childcare needs which used to be a big cause of anxiety for me."



"Employee support program is good and helpful to manage life inside and outside school."

"I think the school and Trust does a lot to support wellbeing and workload."

"Wellbeing champions and their supportive work of the staff has been excellent and would continue to help the continual wellbeing of staff. The coffee van is also an excellent little pick-me-up when it's on site."

"The work of the wellbeing champions. It is much appreciated!"

"Deputy head actively shows support, always makes sure we feel seen and heard and checks in regularly to make sure everything is going OK. "





"My Head has been incredibly supportive of my wellbeing and is always willing to stop and listen when I am in need of someone to talk to if things become overwhelming. They have supported with helping to make my workload manageable so I can have a better work life balance. I am really grateful for that. It makes a huge difference."

"I feel our SLT are really approachable and understanding. I think they do a great job at just listening and supporting where needed."



"I feel always cared for by school. It is a really lovely nurturing caring place to work."

"I am very happy at work, I look forward to coming in and the things put in place by the trust after the last survey such as the coffee van visits have made a massive improvement to the enjoyment we collectively have at work."

"I am very happy in my place of work. I feel issues are listened to and management support them as best they can. Thank you."

"I love working at my school! Although it's crazy busy we always work together as a team to support each other. I am always thanked by my direct leadership at the end of each day."



RECRUITMENT PRIVACY NOTICE INSPIRE EDUCATION TRUST



Inspire Education Trust

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Who is collecting your data?

Inspire Education Trust is a data controller for the purposes of the General Data Protection Regulation and domestic legislation. The personal data that you provide will be used in connection with your application for vacancies at the Trust. If we make an offer of employment, the Trust will provide a fully informed privacy notice to employees.

Why are we collecting your data?

- So we can process your application to the next stage
- Check and verify your identity
- Ensure your suitability for the position advertised including contacting references from your noted referees, provided you have confirmed their consent to be contacted for this purpose
- For research, analysis and statistical purposes
- Meet our statutory obligations under the Equality Act 2010

What is being collected?

The information you provide us within submitted forms is collected to enable us to consider your suitability for the vacancy. This includes:

- Name and contact details (phone number, email and address).
- Previous work history and experience
- Education, training and qualifications
- Referee contact details

We also process special category data such as:

- Religion
- Ethnicity
- Disability Issues

We ensure we keep our records up to date by logging these on the TES platform in which you made your application. If you are successful in your application, we will provide you with further details about how we will process your personal data.

Do we share your data?

Information on application forms and notes made during the interview process are not shared if an offer of employment is not made. If an application is successful, a workforce privacy notice will be provided to you, detailing how we will use your personal data.

Your Rights.

You can see your rights in relation to the application by visiting <https://ico.org.uk/your-data-matters>

Retention

Unsuccessful candidates' application forms will be destroyed after 6 months.

Successful applicants will be provided with a fully informed employee privacy notice alongside their contract. The information provided on this form will be stored with the successful applicant's personnel file. This is kept in line with the School's record retention schedule. This can be found on the School website.

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facebook.com/ietrust



instagram.com/inspire.education.trust



twitter.com/inspireedtrust



linkedin.com/company/inspire-education-trust



tiktok.com/@ietrust



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