

THE VALE
ACADEMY

WHY WORK FOR THE VALE ACADEMY?

ABOUT US

- At The Vale Academy, we put our children at the heart of everything we do, to serve our local community
- You'll be working alongside a collaborative, forward thinking, friendly and supportive team of around 50 staff
- Unparalleled CPD opportunities with The National College catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding Trust
- Fantastic children with a wonderful desire to learn
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance

WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on:

www.advantageschools.co.uk/join-us/work-for-us

If you have any questions about the role or would like to visit the academy, please contact **HR Recruitment, Jay Powell** on **01582 211 226** or jpowell@advantageschools.co.uk

If you decide to apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view."

The academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding. Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

HERE'S WHAT OFSTED HAVE TO SAY

Leadership and Management: 'GOOD'

The school's Headteacher has worked quickly with senior leaders, supported by the work of the academy trust, to maintain the strong sense of community among staff, pupils, parents and trustees. Leaders are well regarded by all staff. Consequently, staff morale is high.



OUR LEADERSHIP

Thank you for taking the time to read our information pack and finding out more about Advantage Schools.

I am very proud of our family of schools. Together we are determined to maximise educational provision in this region, ending educational disadvantage.

At Advantage Schools, we 'punch above our weight'. Despite being a medium-sized trust we have been involved in national policy. We are a delivery partner for the National Professional Qualifications, the Early Career Framework. We deliver very large amounts of bespoke training via the Advantage Schools Knowledge Exchange. We share our work with other like-minded schools and trusts, and work towards being an 'outlier' organisation

Our collaborative partnership of schools provide exceptional educational provision inside and outside of the classroom for all of our children. Our schools ensure that pupils are supported, monitored and encouraged, ensuring that their learning experience will be challenging, rewarding and memorable. Pupils enjoy their time at our academies and give back to the wider community.

I am one of the Department for Education's National Behaviour Advisors, and at Advantage Schools, we have a national reputation for excellent behaviour and a focus on strong outcomes. We take behaviour and curriculum really seriously. Our teachers must be able to teach, and pupils able to learn. Our curriculum is an entitlement for all – we do not make exceptions in our high aspirations. But our families, colleagues and trustees are hungry for more. We will, therefore, recruit a colleague who is hungry for the school and trust to be better still; who will not tolerate mediocrity; who will challenge when required and inspire regularly. This will be underpinned by substantial knowledge about education.

We expect hard work, but we support and manage workload so that you can do the job sustainably.

If you are interested in the post but are unsure whether you have the skills and expertise that would make you ready to apply, please do get in touch for an informal, honest conversation. We can arrange tours of our schools and are happy to put you in touch with relevant colleagues. We will ensure that the right candidate is fully supported with training and through our established support network.

I very much hope that we receive your application.

With best wishes, Stuart Lock





ABOUT THE VALE ACADEMY

At The Vale Academy, we champion all of our pupils to achieve the following goals by the end of their primary journey:

- Show 'valour'. Be brave to truly be themselves.
- Be aspirational in all that they do, getting the most out of their learning experience.
- Be a leader, acting with integrity and spirit.
- Strive for excellence, academically and socially.
- Gain the right qualifications and be prepared for the next stage in their education.

OUR VISION IS TO:

- Have a provision where all children thrive in a first-class learning environment.
- Be the first-choice school for parents and carers within our local community.
- Provide exceptional experiences in and out of the classroom, tailored to children's interests.
- Ensure that our pupils are deep thinkers and knowledgeable in a range of curriculum areas.
- Provide the building blocks for children's future career aspirations.

To help achieve our vision, everything we do is underpinned by our VALE Values:

VALOUR, ASPIRATION, LEADERSHIP AND EXCELLENCE.

VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well- rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. Ranging from an extensive **Wellbeing package**, to free tea and coffee, you can be reassured that we have your best interests at heart.



Whole trust training events



Free eye test vouchers



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



Refer a friend £500 bonus scheme



Support for all staff with an experienced licensed counsellor



Cycle to work scheme



We are in the process of a big benefit review. Watch this space!

CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored middle leader training for eligible colleagues. Additionally, we offer a wide range of CPD training through various platforms, including The National College, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.

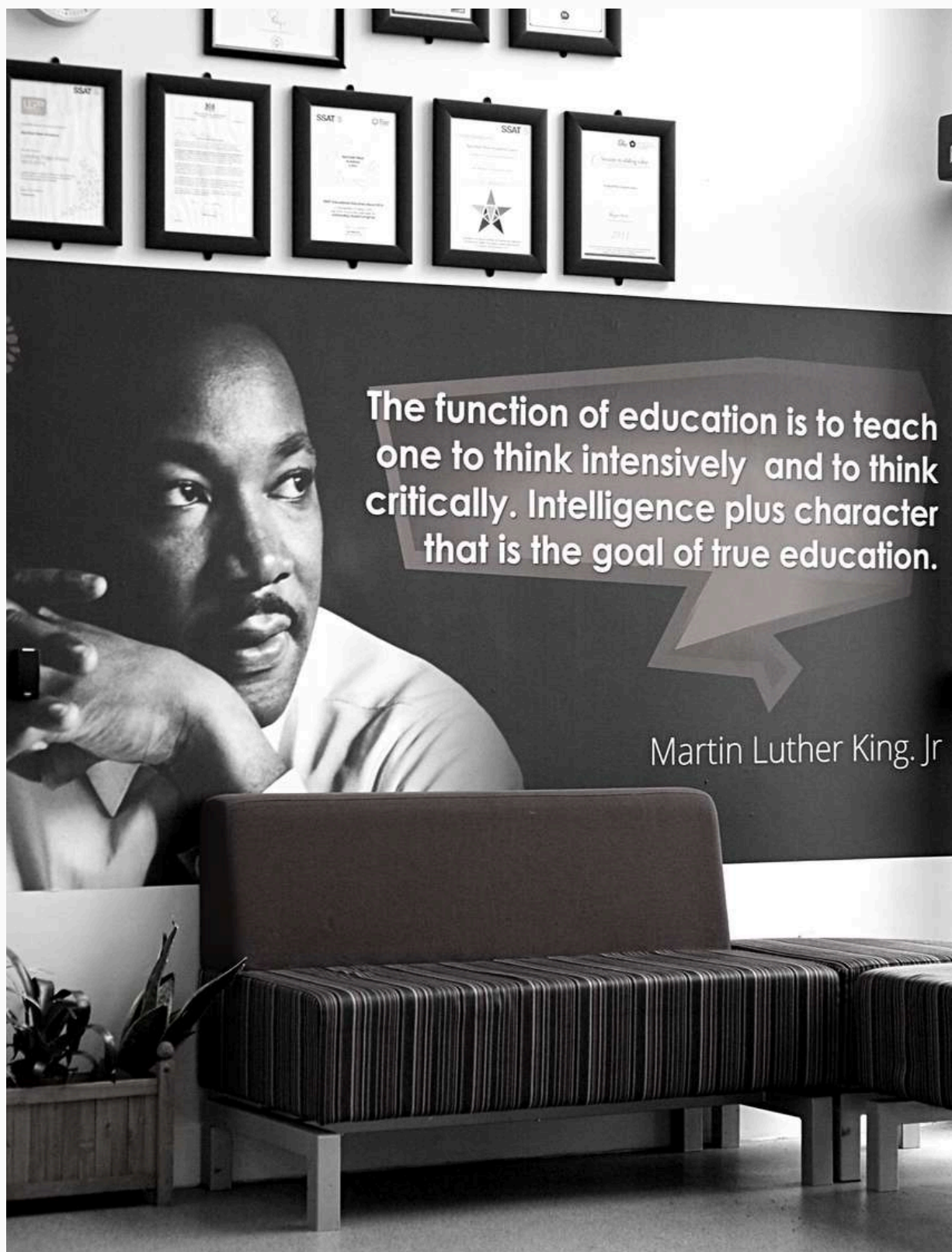


MEDICAL

Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

RECRUITMENT BOOKLET



The function of education is to teach one to think intensively and to think critically. Intelligence plus character that is the goal of true education.

Martin Luther King, Jr

SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



Learning Support Assistant

The Vale Academy is looking for an enthusiastic and proactive Learning Support Assistant to join our dedicated and friendly support team. We are seeking to recruit a committed and positive Learning Support Assistant who will take pride in supporting students and providing an excellent education to all children in our school.

The Vale Academy is an exceptional primary school that offers a warm, welcoming, and nurturing learning environment for children aged 2-11. We are passionate about inspiring young minds and ensuring that in everything we do, we are making a positive impact on our student's lives. Our lovely students, hardworking teachers, and supportive parents create a community that is committed to excellence in all areas of education.

It's incredibly important to us here at The Vale Academy that all our staff feel valued, listened to, mentored, challenged, and given adequate opportunities to develop. If you want to grow and develop in a fast paced, dynamic, and successful Academy, come and join us at The Vale Academy!

Key Duties:

- To support the learning development of pupils.
- To promote and support inclusion for all children including pupils with SEN, EAL and those with a physical disability.
- To promote positive behaviour patterns, raise self-esteem and improve independent working in pupils to assist their education and growth.
- To build and maintain positive and professional relationships with staff, pupils and parents treating all children consistently, with respect and consideration.
- To develop and agree action plans for individual pupils and groups of pupils, working in conjunction with the class teacher.

The successful candidate will have

- Experience working in an educational setting (Desirable, experience of supporting children 1:1).
- Experience of working with children with SEND
- Experience of planning and leading small group teaching/interventions desirable
- At least C grade or equivalent in English and Maths GCSE.
- Excellent communication and interpersonal skills, with the ability to build positive relationships with students, staff, and parents.
- Proactive and flexible approach to work, with the ability to adapt to different situations and challenges.
- Empathy, patience, and a genuine passion for working with children and young people/
- Strong organisational skills with the ability to multitask and prioritize effectively.
- Good IT skills (with good knowledge of Microsoft applications e.g. word, excel, etc)
- Thorough knowledge and understanding of safeguarding.

JOB SPECIFICS

Start date: Asap

Salary: AS 1-3 FTE £24,534-£25,105 actual pro rata salary £19,240-£19,872

Contract: Fixed Term 1 year, Full time, Term time + inset days, 39 weeks per year, 33.75 hours per week Mon-Fri 8:15am-3:30pm

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.

Job Description

Main Functions:

To assist in promoting the learning and personal development of the pupil to whom you are assigned, to enable him/her to make best use of the educational opportunities available to them.

- 1 To aid the pupil to learn as effectively as possible both in group situations and on his/her own by, for example:
 - Clarifying and explaining instructions
 - Ensuring the pupil is able to use equipment and materials provided
 - Motivating and encouraging the pupil(s) as required by providing levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs
 - Assisting in weaker areas, e.g. speech and language, reading, spelling, numeracy, handwriting/presentation etc.
 - Using praise, commentary and assistance to encourage the pupil to concentrate and stay on task
 - Liaising with class teacher, SENCO and other professionals about individual education plans contributing to the planning and delivery as appropriate
 - Providing additional nurture to individuals when requested by the class teacher or SENDCO
 - Consistently and effectively implementing agreed behaviour management strategies
 - Helping to make appropriate resources to support the pupil
- 2 To establish supportive relationships with the pupil concerned
- 3 To promote the acceptance and inclusion of the pupil with SEND, encouraging pupils to interact with each other in an appropriate and acceptable manner
- 4 Monitor the pupil's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes.
- 5 To give positive encouragement, feedback and praise to reinforce and sustain the pupil's efforts and develop self-reliance and self-esteem.
- 6 To mark pupils' work under the direction of the class teacher
- 7 To support the pupil in developing social skills both in and out of the classroom
- 8 To provide regular feedback on the pupil's learning and behaviour to the teacher/SENDCO, including feedback on the effectiveness of the behaviour strategies adopted
- 9 Under the direction of the teacher, carry out and report on systematic observations of pupils to gather evidence of their knowledge, understanding and skills upon which the teacher makes judgements about their stage of development
- 10 When working with a group of pupils, understand and use group dynamics to promote group effectiveness and support group and individual performance.
- 11 To know and apply school policies on Child Protection, Health and Safety, Behaviour, Teaching and Learning, Equal Opportunities etc.
- 12 Where appropriate to develop a relationship to foster links between home and school, and to keep the school informed of relevant information

- 13 To be aware of confidential issues linked to home/pupil/teacher/school
- 14 To contribute towards reviews of the pupil's progress as appropriate
- 15 To comply with legal and organisational requirements for maintaining the health, safety and security of yourself and others in the learning environment
- 16 To take part in training activities offered by the school to further knowledge and skills of working with a child with specific learning difficulties
- 17 To be willing to support playground/break time supervision e.g. educational games, homework clubs etc.
- 18 To accompany teacher and pupils on educational visits
- 19 To provide individual support, as required, during examination sessions
- 20 To carry out the above duties in accordance with the Education Department's Equal Opportunities Policy.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonable expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

PERSON SPECIFICATION

Candidates will be assessed on the following:	Essential	Desirable
EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS		
A good standard of Numeracy and both written and oral English	✓	
GCSE/O Level or equivalency in basic Maths and English		✓
Qualifications or prior training linked to education, child development, counselling and/or special educational needs (e.g. Cache, NVQ, Autism training etc.)		✓
EXPERIENCE		
Previous employment in an educational setting	✓	
Previous experience of working with children with special educational needs	✓	
Experience of working with a range of ages of child (4 – 12-year olds)	✓	
Experience of supporting or leading other adults		✓
Demonstrable experience of effective record keeping		✓
SKILLS/KNOWLEDGE/ABILITIES		
Ability to communicate effectively and appropriately with children and adults	✓	
Knowledge of how/when best to intervene in children's learning in order to help them progress	✓	
Patience and resilience	✓	
Team working experience and attitude	✓	
Ability to prioritise tasks and to set and meet deadlines	✓	
Passion for and commitment to the educational needs and the development of happy and competent children	✓	
Creativity; the ability to engage children both inside and outside of learning times	✓	
Ability to forge relationships based on mutual respect and understanding	✓	
Working knowledge of effective strategies for behaviour management for children within the Primary phase	✓	
Practical knowledge of a variety of conditions that <i>may</i> affect children's learning and development		✓
Ability to demonstrate knowledge and commitment to Equality and Diversity and how this has been applied in previous roles	✓	
A knowledge and understanding of the requirements of Safeguarding Children and Vulnerable Adults in the education sector as applicable to this role	✓	
A knowledge and understanding of health and safety standards and best practice	✓	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post