



THE STOCKWOOD
PARK ACADEMY

WHY WORK FOR THE STOCKWOOD PARK ACADEMY?

ABOUT US

- £30 million state of the art building will well-equipped classrooms
- You'll be working alongside a collaborative, forward thinking Principal and Senior Leadership Team who are here to support and develop you
- Unparalleled CPD opportunities with free courses every Thursday, catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding academy
- Freshly brewed coffee for staff on arrival to the academy every morning in your own 12oz Bamboo reusable cup
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance
- All teaching staff receive a laptop to use whilst in employment

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.

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 j.powell@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.



HERE'S WHAT OUR STUDENTS HAVE TO SAY

"Stockwood can be very eventful in a good way. I have lots of fun times with both staff and students"

"I like The Stockwood Park Academy because I learn challenging topics and the teachers are supportive."

OUR LEADERSHIP



Dear Applicant,

Welcome to The Stockwood Park Academy – an outstanding learning community where we believe all students can achieve their very best and strive for excellence in everything they do.

One of our primary drivers as an Academy here is that we try to add value in all that we do – we are here to help improve the life chances of our learners, to ensure they realise our “Strive, Achieve, Believe!” motto.

The academy is part of Advantage Schools - a family of schools, sharing our practice and beliefs to produce young people who achieve more than they ever thought possible.

I joined as Head of School in January 2020, and take great pride in the strides that we – staff, students and parents – have made. The academy is served by a team of dedicated staff who work to ensure every child's needs are met. There is an equal focus on the development of the whole child, alongside ensuring that they fulfil their academic potential.

We are proud of the work we do to serve our community and achieved gold in the RACE Charter Mark (February 2023). TSPA is an environment that encourages excellent attendance, punctuality and attitudes to learning and behaviour.

Traditional values and manners matter to us! It is highly important to me that every student gains a taste of academic and personal success throughout their time at The Stockwood Park Academy no matter their starting point.

I believe that education opens the door to endless possibilities – this was a message given to me by mother, and something I have tried to instil in my son – and I want all the students at the academy to have same opportunity to aspire to the highest level of academic achievement possible.

Together we will make this happen.

Mumin Humayun
Principal

We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people, even those who are less motivated
- Love the processes of learning and teaching are keen to continually develop their own skills
- Recognise that teaching can be a demanding job but react positively to those demands rather than complaining
- Will subscribe to the ethos of the trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people
- See break duty as an opportunity to talk to children
- Are quick to praise and slow to criticise and are not afraid to admit to seeing themselves as potential leaders of the future



INTEGRITY, AMBITION, EXCELLENCE

Welcome to Advantage Schools; a high-performing family of ten schools.

We unashamedly believe in high attainment. Our schools seek to transform the life-chances of the young people in our care. We do this through very high expectations – of behaviour and conduct, of hard work and of determination and perseverance – alongside the very best knowledge-based curriculum.

At Advantage Schools, we commit to ensuring that pupils will be able to learn in an environment that is free from disruption so that they can chase their dreams and fulfil the aspirations they share with parents and colleagues. A broad curriculum places pupils in a strong position to question and debate the world around them, making them intellectually resilient and prepares them for citizenship in a democratic society. We believe this is a right of all pupils and one which is empowering.

We also pride ourselves on the additional opportunities available to pupils outside of the classroom. Our extensive extra-curricular programmes include residentials, sports and music so that we develop well-rounded young people.

Our schools work together to provide teachers and support staff with the best possible training. In partnership with families, we work hard to ensure that pupils have the widest possible opportunities in their lives.

Our schools' doors are open in every sense:

- we are in the centre of our communities, inviting them in regularly and celebrating the richness of our local area and those we serve;
- we collaborate with other professionals and schools, sharing our work to benefit pupils across the country;
- we celebrate what we do while maintaining humility in accepting feedback so that we can continue to improve.

We run our schools in the best interests of the pupils, guided by our principle that *"it must be good enough for our own children or those that we care deeply about to be good enough for our pupils"*.

**"EDUCATING
CHILDREN,
SERVING THE
COMMUNITY,
ACHIEVING
EXCEPTIONAL
OUTCOMES."**

STUART LOCK CEO



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ABOUT THE STOCKWOOD PARK ACADEMY

Providing the very best education for all our students is the simple goal for The Stockwood Park Academy. Whilst firmly rooted in traditional values, we have made our academy a vibrant and exciting place with a positive ethos that runs throughout the academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

Recent additions include Phoenix (our inclusion support unit), a gym and a reflection room for staff and students.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.

TEACHER TESTIMONIAL

MICHELLE LEA-WATTS, DIRECTOR OF ENGLISH

Since joining The Stockwood Park Academy in September, and even prior to my arrival, I have been absolutely staggered by how friendly this school is. While I could describe how colleagues have been exceptionally supportive, I think it's most important to note just how lovely our students are because it is so refreshing to join a school and feel welcomed by the young people. This has a lot to do with the trusting nature of our students, but also the warm approach to behaviour management advocated and encouraged by the leadership.

As an English teacher it has also been amazing to see a school which has not only said it will raise the profile of reading, but is acting upon its word. All students regularly receive books as gifts and the emphasis on reading for pleasure is very strong. The renovations to the academy library and investment in specific reading programmes have made it clear that reading is valued here and is a priority. I have found the leadership team to be highly involved at all levels with a great presence throughout the academy – from break duty to teaching; there's a strong sense that we are all working together which is not always the case in other schools.

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. From an extensive **Wellbeing package**, to an onsite car wash, 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

At The Stockwood Park Academy, we believe that daily high-quality teaching, grounded in high expectations and disruption free classroom environments are the key to success for our students. We believe in an evidence-based approach to teaching and use the evidence research to support our development.

TEACHING AND LEARNING AT TSPA

At TSPA all lessons, centre around our 5 Principles of Effective Teaching (Retrieval practice, presenting new materials, guided practice, shed loads of practice and the best possible ending to your lesson). We recognise the importance of a high quality, challenging curriculum which must underpin what happens in the classroom and the value of feedback at all stages of teaching and learning. We are proud to make use of key strategies found in 'Teach Like a Champion' and 'Walkthrus' as they provide practical methods to implement Rosenshine's Principles of Instruction. We do not encourage unnecessarily elaborate approaches to lesson planning and delivery. We trust that our teachers are experts in their subject areas and allow them to design and deliver lessons to a high standard.

CLASSROOM ROUTINES

All of our classrooms have visualisers and classroom countdown timers. We expect lessons to be purposeful with opportunities for guided and independent practice. Our teachers regularly show what excellence looks like with the expectation that students are given the opportunity to produce work of a similar high standard.

FEEDBACK

Our feedback policy utilises Live Marking to support teachers in recognising common strengths and areas of the curriculum where students require extra support or reteaching. We assess our students regularly but are considerate of the impact this has on our teacher's workload. We recognise the value of feedback for our teachers too. Teachers work closely with our internal teaching coaches where feedback and professional dialogue is central to the ongoing development of each of our colleagues. Faculty areas also have regular opportunities to work collaboratively as part of our generous directed time policy.



SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



THE STOCKWOOD
PARK ACADEMY

Learning Support Assistant

The Stockwood Park Academy are seeking to appoint Learning Support Assistant to help support the teaching and learning of an individual or groups of students. We are looking for enthusiastic, dynamic and knowledgeable candidates who will contribute to the intellectual and social development of students and support their achievement in Literacy and Numeracy and other specific curriculum areas as directed.

We are looking to recruit Learning Support Assistants who have the right attitude and will represent our positive 'can do' ethos that runs through our Academy.

The successful candidate will have

- Previous experience working with children/young people
- Experience of working in an educational setting
- Any Degree and GCSE or equivalent including at least grade 4 in English and Maths
- Experience of planning and leading small group teaching/interventions desirable
- Good knowledge of SEN
- Good IT skills (with good knowledge of Microsoft applications e.g. word, excel, etc)
- Good literacy and numeracy skills
- Excellent communication skills
- Team player and the ability to be able to build effective relationships with both colleagues and students
- Able to work using initiative

Job Specifics

Start date: asap

Salary: AS 5-7 FTE £25,893-£26,712 actual pro rata salary £21,255-£21,927

Job Role: Permanent, Full-time, Term-time + Inset days, 39 weeks per annum, 35 hours per week, Monday-Friday 8:30am-4pm

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



Job Description

Job Title: Learning Support Assistant
Reporting to: SENCO
Department or Location: The Stockwood Park Academy

PURPOSE AND VISION

To support the class teacher in all aspects of teaching and learning to enhance opportunities for students, bringing to bear knowledge and practical experience gained through working with students and their theoretical and academic achievements.

ACCOUNTABLE FOR:

1. Under the direction of the class teacher, follow agreed lesson plans, support the teaching and learning of individual or groups of students, using support strategies appropriate to the needs of students, providing feedback and problem solving solutions
2. Contribute to the intellectual and social development of students and work with individual small groups of children to support the achievement of literacy and numeracy targets and in other specific curriculum areas, as directed. Prepare, maintain and deploy appropriate learning aids, materials and equipment.
3. Contribute to the planning of teaching and learning for the whole class and/or individual students on a short, medium and long term basis. Contribute to the planning of lessons and work programmes, the devising of activities and target setting to support students that you are working with.
4. Under the direction of the class teacher/line manager, following agreed lesson plans, support the teaching and learning of individual students or groups of students, using support strategies appropriate to the needs of students. Providing feedback and liaising over problems. Facilitate the intellectual and social development of students working with the class teacher/line manager, to support students in the achievement of their learning targets and in other curriculum areas.
5. Prepare, develop, maintain and deploy appropriate learning aids, materials and equipment, including ICT, to assist the teacher and learning. Advise on the suitability of such resources including their appropriateness in the culturally and linguistically diverse classroom.
6. Contribute to the monitoring, recording and assessment of student progress through observation and against student targets (and Pupil Profile Plans (PPS; s) where relevant) keeping detailed records of individual's progress.
7. Implement and monitor the Academy's behaviour and Rewards Policy or any related policies and procedures. Invigilate tests and examinations as directed. Supervise whole groups in particular curriculum activities and the class for agreed periods.
8. Develop and maintain supportive relationships with parents, carers and others of the student's community. Work collaboratively with other agencies and professionals to meet the needs of individual students. Coach and train others in these strategies.
9. As required, lead specific aspects of teaching, learning and personal development, on and off site, for example, projects, initiatives.
10. Contributing to students social and emotional needs as well as their educational needs.
11. Maintain and respect confidentiality.



Principal Responsibilities

- Contribute to the monitoring, recording and assessment of student progress through observation and questioning, against student targets and Individual Educational Plans (IEP's) where relevant keeping detailed records of individual's progress.
- Contribute to the development of a purposeful working atmosphere and implement and monitor the school's behaviour and any related policies and procedures. Invigilate tests and examinations as directed.
- Under the direction of the SENCO/Vice Principal develop and maintain supportive relationships with parents, carers and others of the student's community. Work collaboratively with other agencies and professionals, as necessary, including educational psychologists, health professionals, education welfare officers, to meet the personal and educational needs of individual students.
- Contribute to the care, health and welfare of students in accordance with the school's health and safety and related policies.
- As required, contribute to specific aspects of teaching, learning and personal development, for example, extra-curricular activities, school visits, etc.
- Contribute to the order and cleanliness of the classroom environment.
- To commit to and complete all relevant job training
- To partake in the academy's appraisal procedures
- To be willing to undertake First Aid training and to apply this in the school.

The above lists are by no means exhaustive; it is more of a guide of expected duties. The post holder may, therefore, be directed by the Board to undertake any other duties commensurate with this role

OVERVIEW OF ROLE

Learning Support Assistants are required to support the values and ethos the school and school priorities as defined in the Academy Improvement Plan and contribute to the development of purposeful working atmosphere. They are required to support and follow all relevant school policies including those for behaviour management and child protection. This will mean focusing on the needs of colleagues, parents and students and being flexible in a busy pressurised environment. They are involved with the invigilation of tests and examinations and undertake duties similar to other tasks as directed. They contribute to the order and cleanliness of the classroom environment. A Learning Support Assistant at this level could take responsibility for students on placement. They should be involved in leading and coaching others in the acceptance and integration of students with special educational needs.



PERSON SPECIFICATION

Candidates will be assessed on the following:

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the criteria.		
Attributes	Essential	Desirable
Education and Training	<ul style="list-style-type: none">Any Degree and a minimum of a level 4 GCSE or equivalent in English and Maths	
Experience	<ul style="list-style-type: none">Experience of working in an educational setting.	<ul style="list-style-type: none">Experience in the care and/or education of students.Some experience of working with people with a range of special needs.Some experience of planning, monitoring and assessment of pupils' work.
Skills/ Abilities	<ul style="list-style-type: none">Able to contribute constructively to and work effectively as a member of a team.Able to communicate effectively and to develop positive relationships at a range of levels, e.g. with student, parents, other professionals, etc.Strong ICT skills and good knowledge of Microsoft packages such as word, Excel and Teams	<ul style="list-style-type: none">Being able to support students who have physical needs.To have some knowledge regarding neurodiversity and how to support the needs of students with such needs.Good behaviour management skills and to be able to recognise and manage inappropriate student behaviour within a classroom/school environment.Able to work on own initiative with parents/carers and the child's community within an agreed framework and set of objectives.Able to contribute to the support of student in all areas of personal and educational development.Able to teach a lesson if required.Able to keep accurate records.



		<ul style="list-style-type: none"> • Able to support learning in numeracy at relevant Key Stage. • Able to support learning in literacy at relevant Key Stage.
Equality Issues		<ul style="list-style-type: none"> • Able to recognise common forms of discrimination and to report this if detected. • Some understanding of the issues in an urban multi-cultural context.
Safeguarding	<ul style="list-style-type: none"> • To have good safeguarding knowledge and to be able to work in line with statutory safeguarding guidance (e.g. Keeping Children safe in Education) 	
Specialist Knowledge		<ul style="list-style-type: none"> • Some knowledge of how pupils learn. • Some knowledge of curriculum requirements. • NVQ level 2 in Learning support or equivalent • Some knowledge of Autism Spectrum Condition (ASC), Attention Deficit, Hyperactivity, Disorder (ADHD) desirable but not essential

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.