



LINCROFT  
ACADEMY



# Lincroft Academy

## Teaching Assistant Level 2

### Recruitment Pack





# Content

<a href="#">About Lincroft Academy</a>	3
<a href="#">A brief history of our Trust</a>	4
<a href="#">Our Vision, Mission and Values</a>	5
<a href="#">Why work for us?</a>	6
<a href="#">How to apply</a>	6
<a href="#">Job Description and Person Specification</a>	7



Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all



## About Lincroft Academy

I am very proud to be Principal at Lincroft Academy and look forward to welcoming you to the school. Within our vibrant learning community, we share a common goal: to continually strive for excellence.

At Lincroft, we maintain exceptionally high expectations and standards in everything we do, ensuring that our students receive the best possible education. We commit to educating, inspiring, and supporting our students so that they can become exceptional learners, confident and empowered to make a rewarding contribution to society.

Our curriculum is designed to seamlessly build upon the foundation laid in primary school, preparing our students for post-16 education. High-quality teaching enables our students to achieve very well. Lincroft Academy now has some of the highest-performing GCSE outcomes in Bedford and is above the national average.

Throughout Lincroft Academy, we are committed to providing the highest possible standard of education for our pupils and follow these values:

- We want the children to attend, enjoy, and be ready for school.
- We aim to achieve stretching national educational standards.
- We promote healthy lifestyles and choices for the students.
- We ensure that children have security and stability, are cared for, and are safe.
- We encourage law-abiding, positive behaviour, with students choosing not to bully or discriminate.

- We ensure that students engage in decision-making and support their community and environment.
- We develop students' self-confidence, self-esteem, and independence, and encourage enterprising behaviour.
- We provide opportunities for the students to personalise their learning and to engage in a wide range of activities that prepare them for modern life.

We are part of Meridian Trust, and our school values are supported by its ethos and values. The core of the Trust's philosophy is:

- Achievement for All
- Valuing People
- A High-Quality Learning Environment
- The Pursuit of Excellence
- Extending the Boundaries of Learning

At Lincroft Academy, we live the Meridian Trust values through our CARE values:

- Community
- Aspiration
- Respect
- Excellence

We very much look forward to welcoming you to Lincroft Academy to ensure that every child fulfils their potential.

Emma Appadoo, Principal



Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all





## A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 35 academies (including 19 primary, 3 special and 13 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and supporting staff throughout their training and career development. We have a

proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.



Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all



## Trust Vision, Mission and Values

### Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

### Our Vision:

High-quality educational provision for all at the heart of local communities.

### Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;
- Young people are encouraged to think for themselves and act for others, equipping them with the values,

attributes, knowledge and skills to make a rewarding contribution to society;

- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

### The enactment of our values for staff:



Valuing People

Engaged, developed, supported, and consulted.



High Quality  
Learning  
Environment

Experts who strive for continual development. Collaborative networks, trusted to deliver.



Pursuit of  
Excellence

Set ambitious goals and model what success looks like. Eager to improve.



Extending the  
Boundaries of  
Learning

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.



Achievement  
for all

Are accountable for the outcomes we contribute towards and strive for the very best.



Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all

## Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

### Benefits:

As a multi-academy trust of 35 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

- As well as the above we also offer:
- Unlimited access to CPD via Meridian Learning
- Free annual eye tests
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support
- Unlimited value cycle to work scheme



To see the full range of benefits available, please visit [Employee Benefits – Meridian Trust](#)

## How to apply

To apply please complete the online form on MyNewTerm. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

**Closing Date: 6th January 2026**

**Interviews: 8th January 2026**

For any questions about the application process please contact:

**Email:** [HR@Lincroft.Academy](mailto:HR@Lincroft.Academy)

*Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.*

*We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.*

*Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.*



Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all

### **JOB DESCRIPTION AND PERSON SPECIFICATION**

<b>Job Title:</b>	Teaching Assistant – Level 2
<b>JD Reference:</b>	STD TA 02
<b>School/Academy:</b>	Lincroft Academy
<b>Weeks:</b>	39 Weeks
<b>Hours of work:</b>	32.50 Hours
<b>Salary:</b>	Grade 5
<b>Responsible to:</b>	SENCO

<b>Role:</b>	To support the teaching of students
<b>Purpose of job:</b>	Working under the direction of the Class Teacher to enable access to learning for students and to aid the Class Teacher in the management of students and the classroom

#### **Responsibilities and Accountabilities:**

##### **Support for Students:**

- Under the guidance of the Class Teacher undertake work/care/support programmes to enable access to learning for students
- Take responsibility for adapting and delivering learning activities with individuals or small groups who would receive help from a different learning approach as agreed
- Encourage and promote the inclusion and acceptance of all students
- Aid the learning of students by:
  - Clarifying and explaining instructions
  - Ensure that the child can use the equipment and materials supplied
  - Motivate and encourage the child as needed
  - Support students in respect of local and national learning strategies, e.g., literacy, numeracy, KS3, KS4, ICT etc
  - Develop the correct resources to support the students
  - Help students to concentrate and to finish the work set
  - Liaise with the Class Teacher about Individual Education Plans (IEPs)
- Supply feedback to students about progress and achievement under the guidance of the Teacher

##### **Support for Teachers:**

- Organise the learning environment and develop classroom resources as needed

- Monitor and track progress and provide feedback to aid in developing IEPs for children with additional needs
- Supply detailed and regular feedback to teachers on students' achievement, progress, problems, etc
- Contribute to the management of student behaviour, including anticipating and preventing potential problems from arising
- Undertake support activities for the Teacher as needed

**Support for the Curriculum:**

- Undertake programmes linked to local and national learning strategies – e.g., literacy, numeracy, KS3, KS4 – recording achievement and progress and feeding back to the teacher
- Support the use of ICT in learning activities and develop students' competence and independence in its use
- Supply targeted support to enhance learning and improve attainment

**Support for the School:**

- Be aware of, and follow, policies and procedures, e.g., child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to a suitable person
- Accompany staff and students on visits, trips and out-of-school activities as needed
- Develop and keep effective relationships with other staff, parents, and carers
- Attend relevant meetings as needed

**Support for School/Academy/Place of work:**

- Participate in staff events by arrangement
- Attend Staff Meeting
- Contribute and take part in Trust events and activities where possible
- Develop and keep effective working relationships with other staff and parents/carers
- Adhere to the Trust values
- Follow school policies, practices, and procedures

**Data security:**

- Act in accordance with legal provisions regulating confidentiality and security of data and information in accordance with GDPR regulations



**Health and Safety:**

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare
- Work/operate all equipment within Health and Safety and other legal regulations, including risk assessment
- Contribute to the maintenance of a safe and healthy environment

**Continuing Professional Development:**

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice

**Child Protection and Safeguarding**

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people
- Inform the Child Protection Officer of any issues relating to the safety and well-being of students

The post holder will undertake any other duties equal to the grade of the post, in consultation with the line manager.

This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

***The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.***

***All staff will be subject to an enhanced check with the Disclosure & Barring Service.***

**Updated: January 2022**



<b>Person Specification Teaching Assistant Level 2</b>	<b>Assessment Key:</b> A = Application Form I = Interview
--	---

Education and Qualification		Essential	Desirable	Assessment
1	Good educational background with GCSE or equivalent in English Language and Maths	✓		A
2	Level 2 or above Teaching Assistant qualification or willingness to work towards this		✓	A
Experience		Essential	Desirable	Assessment
3	Experience of supporting children in a classroom environment, including those with a range of learning needs or challenging behaviour, experience of British Sign Language		✓	A/I
4	Experience of working with children across all key stages with evidence of having achieved successful pupil outcomes		✓	A/I
Knowledge and understanding		Essential	Desirable	Assessment
5	An understanding of the education system	✓		A/I
6	A good knowledge of the SEND Code of Practice		✓	A/I
7	Understanding of how children learn	✓		A/I
8	Understanding of phonics, numeracy, and literacy development	✓		I
9	A sound grasp of the concept of inclusive practice	✓		I
10	Knowledge of the concept of confidentiality	✓		I
11	Awareness of child protection issues	✓		I
12	First aid certificate		✓	A
Skills and abilities		Essential	Desirable	Assessment

13	Good at making and sustaining positive relationships with children	✓		I
14	Good at developing children's self-esteem and motivation so that they become resilient, independent learners	✓		I
15	Able to work closely with pupils who are finding learning difficult, or those who have experienced a feeling of failure	✓		I
16	Good written and oral communication skills	✓		I
17	Ability to contribute to team meetings and contribute ideas	✓		I
<b>Personal Qualities</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
18	Willingness to undergo further training and development	✓		I
19	Positive and enthusiastic approach towards work	✓		I
20	Ability to act on own initiative	✓		I
21	Kindness and empathy towards students and colleagues	✓		I
22	Ability to work as part of a team effectively	✓		I
<b>Child Protection</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
23	Support the Academy policies on safeguarding and child protection	✓		A/I
<b>Other</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
24	Flexibility of working hours	✓		A/I