



Mercian Educational Trust Teaching Assistant – 27 hours Honeywell Primary School



Start Date: ASAP

Closing Date: Wednesday 30th September

Email: HPSOffice@metacademies.org.uk

CEO Mercian Educational Trust: Mr Dafydd Lawday



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Welcome from Head of School

Dear Applicant,

Thank you for your interest in the role of Teaching Assistant at Honeywell Primary School, part of the Mercian Educational Trust. We are a growing and ambitious school in the heart of the community.

Our GOOD Ofsted report in May 2023 stated "Honeywell Primary is a welcoming school where pupils feel happy and safe. Adults know children very well and care about them. Staff provide strong pastoral support that builds pupils' confidence and self-esteem."

We are looking for a Teaching Assistant to join our team to support our children to achieve their full potential. We are looking for someone who lives out the ethos and values of our school.

If you want to find out more about our school, please visit our website www.honeywellprimary.org.uk.

Mrs Alex Clements

Interim Head of School



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About Mercian Educational Trust (MET)

As a dynamic and ambitious cross-provision Trust, we bring together the strengths of SEND and mainstream education to create learning environments where every pupil can thrive. Our seven schools across Malvern, Worcester and Hereford each serve a distinct community, and we proudly celebrate this individuality while uniting around a shared mission: to deliver exceptional education that transforms futures.

Our family includes mainstream primaries, a Church of England primary and specialist provision for both primary and secondary pupils—giving us a rich blend of expertise that strengthens teaching, enhances curriculum design and broadens opportunities for all learners.

We believe deeply that **together we are stronger**. By working as one Trust, we empower our schools with high-quality professional development, access to specialist knowledge, and shared leadership that supports consistent excellence in the classroom. Our culture of collaboration allows great practice to flourish and ensures pupils benefit from a wide network of expertise, enrichment and support that extends far beyond their home school.

We are a community where staff feel inspired, pupils feel valued and every learner is given the opportunity to achieve their very best.



Why Join the Mercian Educational Trust?

At MET, you'll be part of a **forward-thinking, ambitious and deeply collaborative Trust** where everyone works together to support, challenge and uplift one another. We invest in our people because we know that when staff thrive, pupils thrive. Here's what you can look forward to:

Salary Sacrifice Schemes

- Cycle to Work
- Tech Benefits

Exceptional Wellbeing Support

24/7 Employee Assistance Programme and App

Free Health Essentials

- Annual flu jab
- Regular eye tests

Real Career Progression

We're a Trust that **actively grows talent**

- Move across schools or central teams as new roles arise.
- Access rich CPD, coaching and collaborative learning.

Top-Tier Pension Schemes

- Teachers' Pension Scheme for teaching staff.
- Local Government Pension Scheme for support staff—

A Culture Built on Collaboration

You'll join a community where:

- Staff regularly work across schools to strengthen practice.
- Leaders share expertise to raise standards Trust-wide.

Practical, Everyday Benefits

- Free parking on or near every site.
- 50% discount on wraparound care across all MET schools (*Nursery provision excluded*).



Vision and Values

Empowering our community to develop a range of diverse skills to thrive in an evolving world through our family of distinctive schools



We are prepared; our strong, resilient pupils and staff are equipped for a successful future.

- We foster collaboration and provide ongoing professional development.
- Wellbeing is a priority for all pupils and staff.



We are empowered; we work together to encourage each other's unique strengths and ambitions.

- The central team supports staff to perform their core roles.
- SEND, Attendance, and Family Support expertise is shared and enhanced.



We thrive which encourages our pupils love of learning.

- We provide educational support and guidance for teachers and staff.
- Our schools are at the heart of their communities, ensuring everyone thrives.
- We collaborate, sharing ideas and resources.

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Our Goals



We offer high quality equitable education to all



We make a positive impact on the lives of all engaged with Mercian Educational Trust



We work together and collaborate for success wherever possible



We meet needs and challenges to ensure inclusivity and equality for both individuals and communities



We make a positive impact on society and our communities.



About MET

Trust Information	
Provision	Primary – Mainstream Primary – Specialist Secondary – Specialist
Age Range	4-16
Number of staff	366
Number of children on roll	1677
Attendance	94.2%
% of children with SEN	30.3%
% of children on FSM	34.3%
% of pupils in receipt of Pupil Premium	36.9%



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About our School



We currently have 188 children on roll. There is one class in each year group. We also have two SEND units. Our families come predominantly from the Dines Green Estate and the neighbouring new developments. The school has extensive outside grounds providing great opportunities for outdoor learning. Our school benefits from a dedicated DT room, 2 school halls and a range of intervention and dedicated pastoral support spaces.

This year, we have further developed our Reading curriculum using the latest research. We follow Read Write Inc as our phonics scheme. We have recently moved to follow White Rose maths. Our non-core curriculum is designed specifically for our school. Our values of compassion, tolerance, resilience and respect are lived out through the ethos of our school.



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The Recruitment Process



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Job Overview



Job Title: Teaching Assistant Level 2

Salary Scale Point: 5-6

Employer: Mercian Educational Trust

Closing Date: Wednesday 30th September

Interview Date: Thursday 8th October

Starting Date: ASAP

Job Purpose

We are looking for a Teaching Assistant to start with us. Keen to work with our team we are looking for the successful candidate to bring with them a sense of team work and enthusiasm. Working alongside our class teachers and other TAs in you will support children in class to enable them to engage fully with school life and prepare them for the next stage of their learning journey. The role will involve working with children in small groups and on a 1:1 basis as well as supporting with whole class activities.

This role will be supervised by classroom teacher, a designated supervisor, and/or SENDCo

Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check

This post requires the ability to perform a role that involves frequent contact with children

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020



Key Responsibilities

- Under the direction of and within an education plan provided by the classroom teacher:
- Supervise the activities of individuals or groups of children to ensure their safety and facilitate their physical and emotional development.
- Use specialist skills to undertake those activities necessary to meet the physical and emotional needs of pupils.
- Use specialist skills to foster the intellectual and social development of children.
- Undertake those activities necessary to meet the physical and emotional needs of individuals and groups of children, including pupils with educational, physical or emotional special needs.
- Undertake those activities necessary to foster the intellectual and social development of children.
- Assist the teacher in the delivery of educational programmes.
- Monitor and report individual children's progress, achievements, problems and developmental needs to the classroom teacher or designated supervisor as appropriate.
- Assist the classroom teacher in the planning of work programmes for individuals and groups of children.

Person Specification



Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable
Experience of working with groups of children to deliver high quality interventions and support		✓
Excellent classroom practitioner and commitment to make learning engaging		✓
Experience in working alongside class teachers		✓
Experience of working with children with EAL		✓
Experience of working with in Early Years		✓
Experience of Phonics		✓
Education and qualifications		
Maths & English GCSE qualifications at Grade C	✓	
Relevant professional qualification at Level 3	✓	



Person Specification

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Ability to work with mixed ability groups.	✓	
Supporting the policies, practices and ethos of the school	✓	
Understanding of behaviour management techniques for groups and individuals	✓	
Excellent interpersonal skills	✓	
Excellent organisational skills and ability to prioritise	✓	
Have a passion for learning and for enabling pupils to develop as enthusiastic learners	✓	
Commitment to safeguarding and promoting the welfare of children	✓	



Person Specification

Skills and Attributes	Essential	Desirable
Ability to make positive and professional relationships with all members of the school community	✓	
Ability to meet deadlines and respond positively to high expectations	✓	
A friendly and approachable style, while maintaining professional boundaries	✓	
Excellent organisation skills but the ability to be adaptable and flexible	✓	
Ability to be calm and resilient when under pressure	✓	
Excellent time-keeping	✓	



Next Steps

If you would like to apply for the role of Teaching Assistant, please complete the application before Wednesday 30th September at 12pm.

Please complete your application through My New Term.

We look forward to receiving your application.



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