



ORMISTON
SIX VILLAGES
ACADEMY

[OAT]
Ormiston Academies Trust
AN OAT ACADEMY

Intervention Teaching Assistant Candidate Pack

Principal: Mr Paul Slaughter
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*“Outcomes for pupils across the school
are now good and improving.”*

Ofsted, September 2017

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WE BELIEVE IN EXCELLENCE FOR ALL
BECAUSE THERE IS EXCELLENCE IN ALL

Ormiston Six Villages Academy



We believe in the limitless potential of every young person we serve...

As Principal of Ormiston Six Villages Academy, I would like to thank you for your interest in the Intervention Teaching Assistant role and extend a very warm welcome to you. This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We provide students with a safe, positive environment to explore, learn, investigate and develop into confident young adults who are ready to enter an ever changing and competitive world. In September 2017, Ofsted granted Six Villages a rating of 'Good' in all categories and the Ofsted November 2022 inspection confirmed our academy is consistently good in all categories.



This outcome is a testament to the hard work and belief of our staff body, the commitment and partnership of our families, the unfailing support from our sponsor, Ormiston Academies Trust, the challenge and constant encouragement of the Governing Body and, most importantly, our wonderful student body who are the epitome of excellence and endeavour. The strong alignment amongst stakeholders makes this academy a great place to work and take your career on to the next level.

I have enormous pride in being the Principal of such a wonderful academy. We know that academic achievement of the highest order is within our reach and we strive to become a truly outstanding academy. With this in mind we are looking for exceptional professionals to join our staff body who demonstrate the ability to achieve outstanding student outcomes, and make a significant difference to the lives of the young people at Six Villages.

The role of **Intervention Teaching Assistant** is a key appointment. We are seeking to recruit enthusiastic individuals who have a genuine care and passion for making a difference to the lives of the students we serve.

The successful applicants will plan, deliver and record intervention sessions to young people, some of whom are identified as having special educational needs and disabilities, setting them up for success as they progress through the school. You will use a calm, consistent approach and will be allocated to one of the following areas: social, emotional, mental health (SEMH); communication and interaction (SALT); cognition and learning (literacy and numeracy). You will help students overcome barriers to learning, build confidence and develop skills they need for their future. You will have a record of successful professional practice in one of the above areas, and an awareness of, and commitment to, safeguarding practices and behaviour management strategies.

The ideal candidates will have a flexible mindset and a genuine desire to support those facing obstacles to learning. Are you patient, motivated and passionate about helping students achieve their full potential? Do you want to be part of a dedicated team working to make a real difference in students' lives? If so, we would welcome an application from you.

To further your insight into our academy, please take a tour of our website at www.ormistonsixvillagesacademy.co.uk and read the September 2017 and November 2022 Ofsted reports via the link which can be found on the website under Key Information/Ofsted.

If you have any further queries or wish to arrange a tour of the academy, then please do not hesitate to contact Mrs Canadas, Administration Manager, on 01243 546802 or by email ccs@ormistonsixvillages.org.uk.

I look forward to receiving your application.

A handwritten signature in blue ink, appearing to read 'Paul Slaughter'.

Paul Slaughter
Principal

The academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.

“Leaders are ambitious for the school and its pupils. They have created a positive and warm environment for learning. Higher expectations have helped pupils to make faster progress...”

Ofsted, September 2017

Job Description

Location	Ormiston Six Villages Academy	Area	Inclusion
Pay	OAT Grade 4, Point 11-14 Actual salary: £18,809.01 - £19,743.37 FTE (£28,142 - £29,540)	Hours	28.75 hours per week 8.05am– 2.50pm Mon-Fri 1 hour unpaid for break and lunch each day Term time only + INSETs
Reporting to	Assistant Principal - SENCO	Line manages	N/A

Role

The Intervention Teaching Assistant will

- plan, deliver and record intervention sessions, setting our young people up for success as they progress through the academy;
- be allocated to one of the following areas: social, emotional, mental health (SEMH); communication and interaction (SALT); cognition and learning (literacy and numeracy).

Key Responsibilities

- Develop and run specific programmes and activities for small groups to assist the students' individual learning, language, social and emotional needs, helping to overcome barriers to learning. This includes students with learning difficulties and/or behavioural, social, communication, sensory or physical disabilities.
- Undertake agreed learning activities, record attendance, achievement and progress after each session and feedback to teaching staff as required.
- Update teaching staff on successful strategies employed.
- Keep parents informed of intervention programmes and impact.
- Prepare, maintain and use equipment/resources as required to meet the lesson plans/relevant learning activity and assist students in their use.
- Support the use of ICT in learning activities and develop students' competence and independence in its use.
- Support independent learning and inclusion of all students.
- Communicate with students to support learning and development and encourage acceptable behaviour
- Support students emotional and social well-being, reporting any problems to line manager.
- Administer assessments and screening pre and post intervention
- Assist with the development of individual development plans for students e.g. one page profiles.
- May be required to work with individuals or small groups of students in the classroom under the direct supervision of teaching staff

Other Responsibilities

- May invigilate exams and tests
- May assist escorting students on educational visits
- May assist with break or lunch-time supervision
- To undertake other various responsibilities or tasks as directed by Line Manager or Principal
- To be a first aider
- To be aware of and comply with policies and procedures relating to Child Protection, Health & Safety, security, confidentiality and data protection, reporting all concerns to the Principal;
- To contribute to the overall ethos/work/aims of the academy
- To review and develop their own professional practice.

Physical demands and working conditions

- May be required to stand for long periods and or work in awkward positions e.g. low chairs.
- Some exposure to unpleasant conditions e.g. noise, outdoor working.

Academy Culture

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the academy
- To help develop an academy culture and ethos that is utterly committed to achievement

- To demonstrate a commitment to equality of opportunity for all members of the academy's community
- To demonstrate a commitment to Continued Professional Development
- To actively promote the academy at all times

The post is covered by Part 7 of the immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

Person Specification

Qualifications criteria	Essential/ Desirable	Assessed through
GCSEs in English Language and Maths at grade 4+/C	E	Application form/ certificates
NVQ level 2 in related area or equivalent or equivalent experience, with level 3 being desirable.	D	Application form/ certificates
Qualified to work in the UK	E	
To be a first aider (training will be provided)	E	Certificate
Knowledge		
Knowledge of school systems including Arbor	D	Application/interview
IT and keyboard skills	E	Application/interview
Curriculum knowledge and experience to support and lead learning activities	D	
Demonstrate awareness of legislation relating to the welfare and protection of children	E	Interview
Experience		
Experience of working in schools with students of relevant age	D	Application/interview
Experience of working with students with special educational	D	Application/interview
Experience of working on own initiative	E	Application/interview
Behaviours		
Professional attitude and attire that exemplifies our culture	E	Interview
Excellent communication, planning and organisational skills	E	Application/Interview
Ability to maintain a professional manner at all times	E	Interview
Demonstrates resilience, motivation and resourcefulness	E	Application/Interview
Demonstrates enthusiasm, patience and energy	E	Interview
Ability to work on own initiative within departmental protocols/procedures	E	Application/
A firm and constant belief in the unlimited potential of every stu-	E	Application/interview
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	E	Application/interview
Acts as a role model to staff and students	E	Interview
A team player who can work effectively as part of a team and alone	E	Application/Interview

Vision

All staff at the academy are employed to support and promote our key aim: To enable the children who join us to leave as happy, healthy, well-adjusted young adults, who are well-prepared to take the next steps in their education and careers.

All staff are required to support, model and, where appropriate, teach or promote, the Trust's core values:

Anyone can excel
Enjoy the challenge
Share what is best
Be inclusive

All staff have a statutory responsibility for the safeguarding of children and the promotion of their welfare. This means that at all times, staff must consider what is in the best interests of our children and young people. In order to fulfil this responsibility effectively, all staff are required to:

- Ensure that they are aware of the academy policy and procedures for child protection and safeguarding.
- To become aware, by attendance at relevant training, of the signs and symptoms of abuse.
- To attend annual refresher training as required and to have completed the online Level 2 Safeguarding and Prevent training.
- To report all causes for concern to the Designated Safeguarding Lead
- To ensure the safety of all students in the school learning environment both indoor and outdoor.
- To carry out or contribute to risk assessments as required.

All staff are required to adhere to the spirit and letter of the academy's Equality Policy, to respect all aspects of diversity, to ensure no conscious discrimination and to challenge potential unconscious discrimination on the grounds of any protected characteristics.

All staff are part of a wider academy team. Each individual, therefore, is required to support the values/ethos of the academy and the academy priorities as defined in the Academy Improvement Plan. This will mean being responsive to the needs of colleagues, parents and students and being flexible in a demanding environment. On occasions the post holder may be expected to carry out reasonable duties or roles or additional tasks, as requested by the Principal and Governors, which are not specifically detailed in this job description.

All staff in the academy work subject to statute and academy policies and procedures. The post holder will be expected to become familiar with these and work in accordance with them and to notify their line manager in writing if they require additional training or support.

Due to the nature of this job, it will be necessary for the appropriate level of Disclosure and Barring System check to be undertaken. It is essential that post holders disclose whether they have any pending charges, convictions, bind-overs or cautions and if so, for which offences. Any failure to disclose such convictions will result in dismissal or disciplinary action by the academy.

“Leaders and staff set high expectations for pupils’ learning, including those pupils with special educational needs and/or disabilities (SEND)...the school is a calm, orderly place... there is a strong sense of community in this friendly and inclusive school...pupils learn to become responsible, respectful citizens”

Ofsted, November 2022

“If we can create a culture where every teacher needs to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve..”

Dylan William

Your CPD

High quality Continuing Professional Development is at the heart of Ormiston Six Villages Academy where staff feel nurtured, developed and can contribute to the development journey at the Academy.

We aim to develop our staff professionally and personally and our CPD is highly tailored to developing or enhancing the skills, knowledge and professional practice of each individual member of staff. A dedicated senior leader tracks the CPD and evaluates its impact to ensure that the needs of colleagues are met.

We believe that staff should have access to supportive and nurturing CPD at every stage of their professional career that adds value to the individual and their contribution to the academy. We actively promote and encourage all staff to pursue:

- research engaged learning and development opportunities
- peer to peer networking with local teaching alliances
- studying for a qualification or accreditation - we are committed to life long learning as adults and support staff with further enhanced study, for example, diplomas, Masters' programmes, NPQML, NPQSL, NPQH. We also believe in contributing to CPD that leads to qualifications such as these, subject to mutually agreed criteria.
- online courses, for example webinars and podcasts
- observations - we highly encourage an open door culture where best practice is shared through a collaborative team approach
- Attending conferences and representing the Principal/Academy: OAT CPD meetings; ASCL briefings; local, national and international opportunities
- Regular teaching and learning training sessions and workshops which are highly engaging and tailored to the needs of the teaching body; staff are also encouraged to lead sessions.
- Supportive and thorough induction for ECTs and all new staff ensuring a smooth transition into Six Villages



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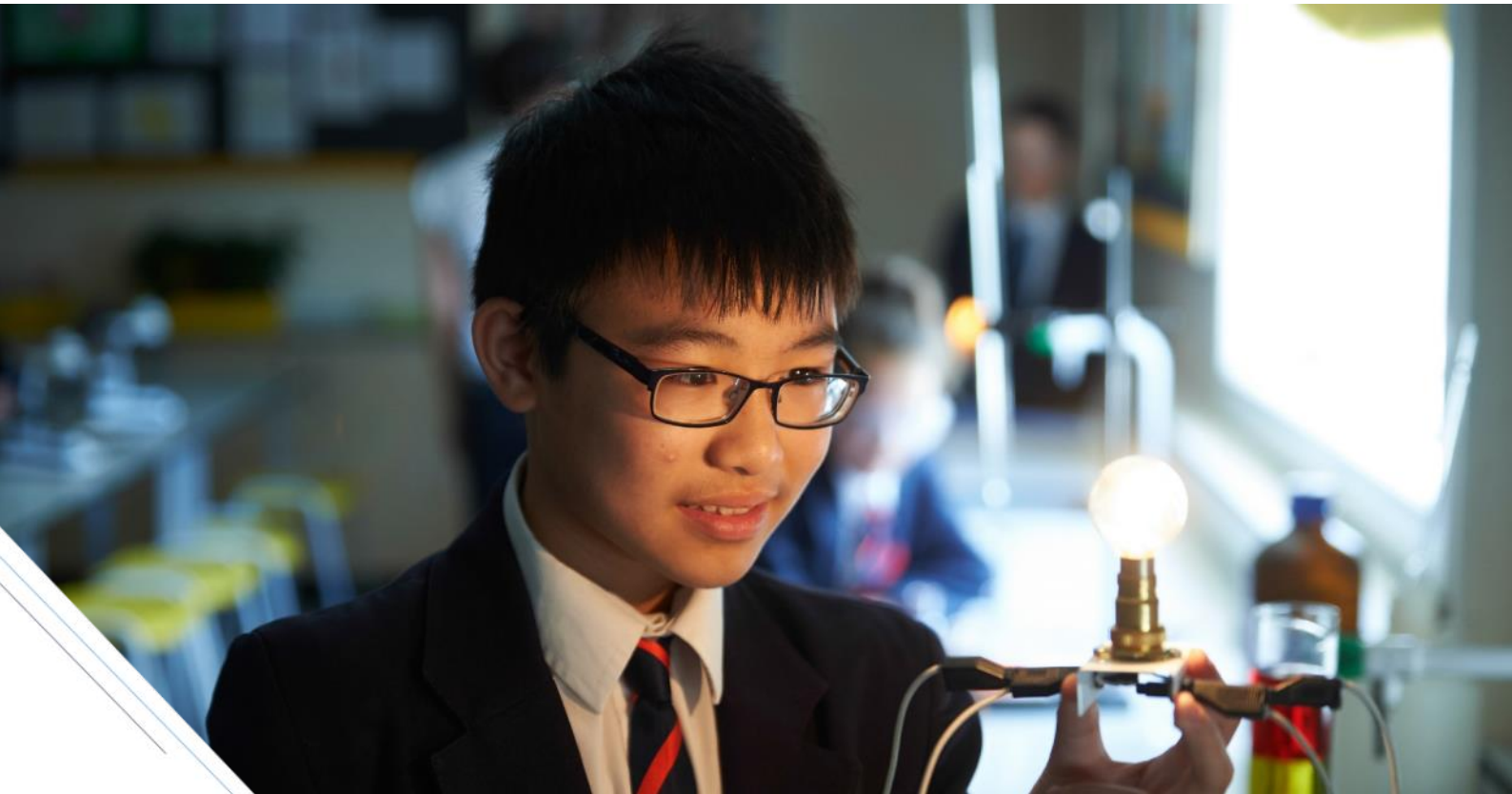
Ormiston Six Villages Academy



“The school works closely and harmoniously with members of the Ormiston Academies Trust. This collaborative relationship is having a marked impact on raising standards.”

Ofsted, September 2017

Our Sponsor



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“[Achieving ‘Ofsted Good’] is a brilliant outcome for Ormiston Six Villages Academy. The staff and students have put in an incredible amount of hard work and I am delighted to see Ofsted recognising how far the Academy has come, as a result of the hard work and dedication. We look forward to continuing to work closely with the academy as it continues on its upward trajectory.”

**Nick Hudson, Interim Chief Executive
at Ormiston Academies Trust (OAT)**

Ormiston Academies Trust (OAT) is a not-for-profit academy trust, sponsoring primary and secondary academies since 2008.

Our vision is for all young people to have the highest academic, social and practical skills to allow them to lead a fulfilling life. We are determined to become the Trust that makes the biggest difference. OAT academies share the Ormiston Academies Trust ethos of ensuring every child reaches their full potential; being aspirational and committed to academic excellence and being supportive yet courageous in our approach. The principles that lead to our academies’ success are not complicated:

- **Courage** – addressing the challenge where it’s not being addressed.
- **Aspiration** – no ‘can’t’ or ‘won’t’. There’s no place for excuses when a child’s future is at stake.
- **Culture** – insistence on the highest standards of performance and behaviour, without exception. That goes for teachers and students.
- Great leadership and finding the best teachers.

OAT is part of **Ormiston Trust**, which was set up by the Murray family in the name of Fiona Ormiston Murray—a young woman with her whole life ahead of her. She and her new husband were tragically killed in a car crash on their honeymoon in 1969.

Ormiston’s programmes now support thousands of children, young people and their families all over the UK, helping to improve their life-chances so they can fulfil their potential and lead happy and productive adult lives.

Ormiston’s programme of opening new academies continues with further expansion planned in the south of England, making future career opportunities with the Trust in this area within reach.

For more information on all Ormiston Academies please visit



www.ormistonacademiestrust.co.uk



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**Ormiston
Six Villages Academy**



“Pupils’ wider skills are very well developed through an exciting range of extra-curricular activities...”

Ofsted, September 2017

Our Community



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Ormiston Six Villages Academy



There is no impossible dream or limit on ambition...

Ormiston Six Villages Academy is located in Westergate, between Chichester and Arundel, at the foot of the South Downs National Park.

On entering the Academy, students become a member of one of three communities, Wiston, Petworth or Goodwood—named after 3 prominent Sussex estates, reflecting our local heritage and our setting at the foot of the South Downs.

The Academy serves the predominantly rural communities between Chichester to the west, Arundel to the east and Bognor Regis to the south. Many of our students come from the surrounding area known as the 'Six Villages' - Aldingbourne, Westergate, Eastergate, Barnham, Walberton and Yapton - in the district of Arun.

Together, the villages provide a range of shops and services, and good road links together with Barnham's mainline railway station ensure good connections to London and the major South Coast hubs of Worthing, Brighton, Portsmouth and Southampton. There are enviable leisure facilities within easy reach—such as the internationally-renowned Chichester Festival Theatre, the spectacular draw of the Goodwood Estate and its world-class motoring events such as the Festival of Speed and the Revival meeting, as well as its racecourse. The surrounding countryside of the South Downs National Park and plentiful beaches, harbours and marinas provide ample opportunity for outdoor pursuits.

There is good availability of quality housing both in Arun and its neighbouring district, Chichester.

More information about Arun and Chichester districts, their amenities, leisure facilities and housing can be found at:

www.arun.gov.uk

www.chichester.gov.uk

www.sussexbythesea.com

www.visitchichester.org

www.zoopla.co.uk



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