



Kettering Buccleuch Academy

The best in everyone™

Part of United Learning

Welcome to Kettering Buccleuch Academy

APPLICATION PACK

1:1 Teaching Assistant

Salary: £25,918 FTE / £19,382.34 Actual

Hours: 32.5 hours Per Week, 39 Weeks Per Year

Start Date: ASAP

Closing Date: 7th June 2026

An Academy of Excellence and Character



Respect ■ Ambition ■ Determination

Kettering Buccleuch Academy is seeking to appoint an enthusiastic and ambitious 1:1 Teaching Assistant

Due to the ever-growing popularity of our school, we are seeking a motivated, compassionate and committed 1:1 Teaching Assistant to join our team and support students in achieving their full potential. Working closely with individual students, you will provide tailored support that promotes confidence, independence and engagement in learning, helping students to overcome barriers and make excellent progress both academically and personally.

You will play a key role in creating a positive, inclusive and supportive learning environment, adapting strategies to meet individual needs and encouraging students to develop as confident, resilient and independent learners. Working collaboratively with teachers, parents and external professionals, you will help ensure every student receives the guidance and encouragement they need to succeed.

This is an outstanding opportunity to join a successful and rapidly improving academy. We are driven by a forward-thinking philosophy and a vibrant, positive culture. In a friendly and welcoming school, with supportive colleagues, you will be able to make a real impact on our academy and on the lives of the students here. We offer excellent opportunities for professional development to help you further your career, alongside a supportive and friendly environment where staff have every opportunity to grow and develop.

“Staff know that their wellbeing and professional development are a priority. Staff value the professional learning they receive from the school, the trust and from pursuing wider leadership qualifications. For example, leaders hear their voice when they make decisions about training and professional development.”

(Ofsted, February 2026)



A Message From The Principal



Dear Colleague,

Thank you for considering Kettering Buccleuch Academy as the next step in your career. We are delighted that you are exploring the opportunity to join our team, and we believe that becoming part of KBA will be a truly rewarding experience.

Here at KBA, we provide a first-class education for children and young people in Kettering and the wider area. Our culture is one of hard work, continuous engagement and care. Every student has the support they require to give of their best every day and every student knows that we share in their aspirations. We also believe that continual development of our dedicated staff and a focused and consistent Teaching and Learning approach will bring about the necessary rewards for our students.

Kettering Buccleuch Academy is proud to be part of **United Learning**, a nationwide network of academies, primary schools, and independent schools. Our shared motto, "*The Best in Everyone*," reflects our commitment to excellence and to helping every individual reach their full potential.

The safety and wellbeing of our students is at the heart of everything we do. We work together to provide every student with the best opportunities, focusing on character education to build confidence and resilience so they can achieve their goals and aspire to be the very best they can be. We strive to be exceptional in all that we do at KBA and firmly believe excellence is a habit. Every one of us has untapped potential. We encourage and support each other to unleash this potential to bring out the best in everyone. We recognise that as individuals we are strong but understand that together we are stronger. We celebrate the diverse nature of our community and work in harmony to achieve our vision.

At KBA, trust is fundamental. We trust our staff to perform their roles with professionalism while maintaining a healthy balance between work and personal life. You will find many initiatives to support staff wellbeing as you progress in your career with us.

Thank you for considering Kettering Buccleuch Academy - together, let's bring out "the best in everyone".

Chloe Buckenham
Principal

“Our school is a beacon for our community. I am so proud of KBA and all that it stands for. The Leadership Team has ensured that the school remains an important part of the community.”

(Staff Survey, November 2025)

Why Work For Us?

Since becoming an academy in September 2009, Kettering Buccleuch Academy has seen many exciting changes. We are an all-through academy catering for students aged 4-18. We moved into our new, purpose-built building in January 2013. The academy continues to go from strength to strength, with happy and motivated staff, a supportive culture and plenty of opportunities for personal growth with our excellent staff CPD offer. We offer a range of benefits including our wellbeing and workload manifesto, Health Cash Plan, covering healthcare, lifestyle and retail benefits, and an on-site gym which is free for all staff to use.

Our pledge to all our academy staff, is that by working for us you will benefit from more pay, more time, and more support. We offer the best pay in the sector, three extra INSET days for planning, a genuine flexible working approach considered, guaranteed personal days, great training for your career, and more.

We are proud to be Pearson Silver Award Winner (2023) in the category of Secondary School of the Year. We were delighted to achieve this recognition for our students, parents and staff.

The leadership of the school is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers.

“Leaders consider the workload of staff. They have ensured that staff can work in a flexible way, which many appreciate.”

(Ofsted, February 2026)



Our Vision

“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”

Our Mission

“We are a flagship for all academies. Our educational environment is safe, stimulating, positive and supportive. We believe hard work equals success.”

Our Values

At Kettering Buccleuch Academy, we are committed to providing a friendly and safe environment for all pupils/students. Our values are at the heart of everything we do, and we strive to instil them in our students through our daily interactions, policies and practices.

We are committed to providing excellent education through which all pupils are able to progress, achieve and go on to succeed in life. Our approach is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people, supporting colleagues to achieve excellence and acting with integrity in all our dealings within and beyond our community, in the interests of young people everywhere. We summarise this ethos as ‘the best in everyone’.

This ethos underpins our core values:

RESPECT

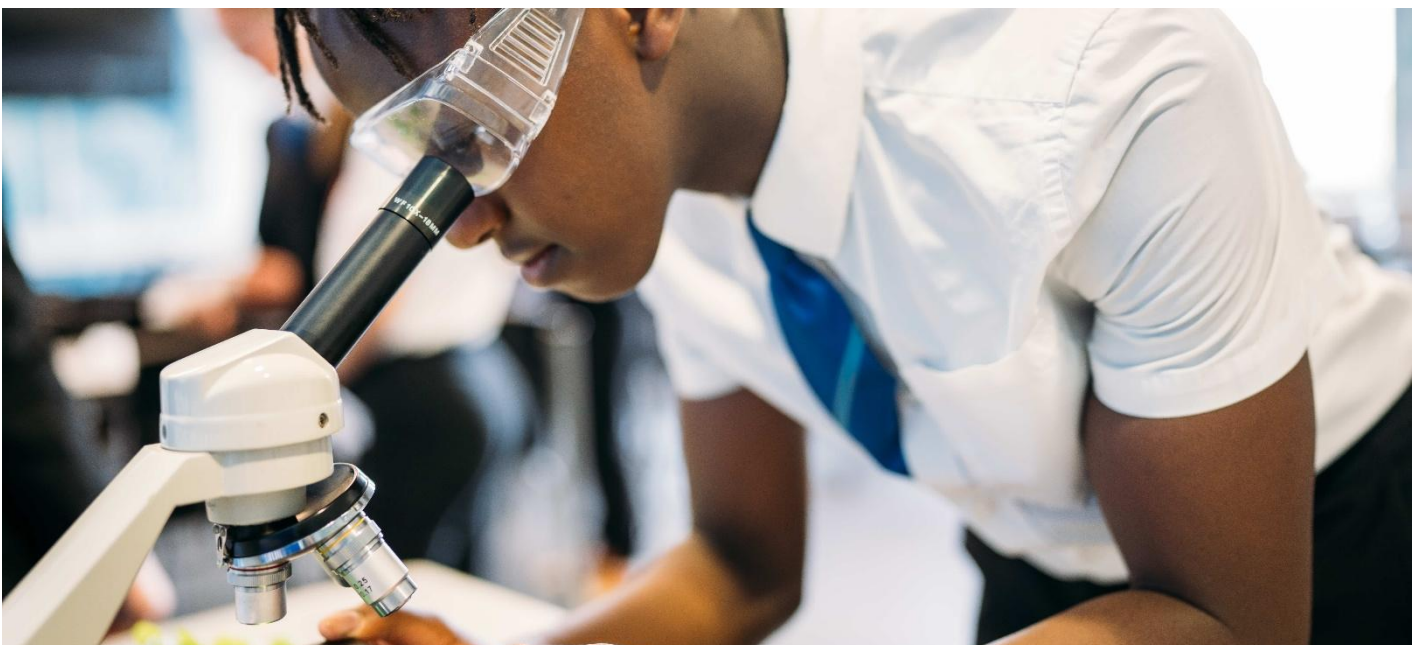
A quality shown through thinking and acting in a positive way about yourself and others.

AMBITION

A strong desire to achieve something.

DETERMINATION

The ability to continue to try, although it may be difficult.



A School of Character

Kettering Buccleuch Academy's Character Development Programme is delivered through the curriculum, assemblies, tutor time reading, PSHE and many other facets.

The Character programme is based on our core values of respect, ambition and determination.

At Kettering Buccleuch Academy we understand that there is more to a good education than just academic success. Our school aims to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life. We are therefore committed to providing all our students with a broad and balanced curriculum as well as cultural and social experiences that broaden horizons and support the development of character.

We fundamentally believe in nurturing talent within our staff body. Our in-house Continuous Personal Development Programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as the United Learning Leadership Development programmes as well as the National Professional Qualifications. Alongside this, we create succession planning for future senior positions.



Part of United Learning

Kettering Buccleuch Academy is part of United Learning; a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing and our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.

“Warm, respectful relationships between staff and pupils are noticeable. This creates a positive and nurturing atmosphere, particularly in the primary phase.”

(Ofsted, February 2026)



“The staff and students at KBA make it a special place to work.”

(Staff Survey, November 2025)

About Northamptonshire

Kettering Buccleuch Academy is situated within close reach of Kettering town centre. Kettering is a historic market and industrial town located in North Northamptonshire. It has great transport links direct into London by train in about an hour. It also has direct access to the A14, linking it with the A45 and M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres – Kettering Museum and Art Gallery, The Lighthouse Theatre, The Royal and Derngate
- Manor houses and gardens – Boughton House, Kirby Hall, Rockingham Castle
- Great retail outlets - Rushden Lakes
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - Cycle Northants
- Wide range of country walks to take you away from the pressures of modern living
- Parks, lakes and water sports – Wicksteed Park, Stanwick Lakes
- Great sporting scene – Northampton Saints, Northamptonshire County Cricket Club & Kettering Town Football Club
- Picturesque golf courses – Kettering Golf Club
- Beautiful parkland and forests
- Canals and rivers



Wicksteed Park



Kirby Hall



Northampton Saints



Royal and Derngate Theatre



Boughton House

Job Description and Person Specification

Job Description – 1:1 Teaching Assistant

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

Reporting to:

Head of Department/Member of SLT (Senior Leadership Team)

Responsible for:

Teaching and Operational staff within the subject areas

Line Management of:

SENDCO and Class Teacher

Key Responsibilities

Support for student's learning

Under the direction of the SENDCO and class teacher, provide direct support for the identified student through:

- Activities, intervention programmes, empathetic and sympathetic listening, direct guidance and the provision of positive feedback to behaviour
- Facilitating general physical, emotional and educational development. This may include personal care and manual handling
- Supporting a named student in the development of skills in literacy, numeracy, communication and social and behavioural needs
- Contributing to the planning of learning for a named student, including individual targets
- Supervising and encouraging safe behaviour
- Reinforcing of structured learning habits
- Assisting educational and therapeutic professionals in their delivery of support programmes
- First aid training and responsibility for named student

Support for student's self-esteem, inclusion and behavioural development

- Encouraging acceptance and inclusion of named student with all children
- Developing methods of promoting/reinforcing the named student's self-esteem and independence
- Providing individual supervision
- Establishing a supportive relationship with named student
- Reinforcing the academy ethos e.g. expectations of behaviour within class and elsewhere on the academy site
- Supervising named student on outings, academy activities, trips and visits etc.

Support for teachers

- Assist with the organisation of the learning environment and ensure learning materials are ready for lessons
- Take responsibility for maintaining accurate records in accordance with academy policies and data protection, e.g. behaviour records, toileting records, assessment information
- Assisting in the development, monitoring and evaluation of programmes of work/learning
- Contribute to the development of Individual Education Plans for named student
- Contribute to any assessments of the named student's attainment and progress
- Using knowledge and experience of the named student to contribute, with the class teacher (and other professionals as appropriate) in the development and evaluation of a suitable programme of support for named student

- Provide regular feedback about the named student to the SENDCO and class teacher

General

- To undertake such other duties from time to time as directed by the SENDCO and class teacher in line with the developing needs of the academy
- To undertake other reasonable duties related to the job purpose as required from time to time and with relation to academy and ULT policies
- To support parent meetings for the named student

Supporting the Academy

- Contribute to the supervision of the academy through duties such as lunch and/or break duty, before school breakfast or after school homework clubs
- Provide consistent and effective support for colleagues in line with the responsibilities of this role
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person
- Recognise own strengths and expertise and use these to advise and support others

Performance Management

- To participate fully in the academy's Performance Development process
- Attend relevant INSET training

Academy Policy

- Contribute to development of, and adherence to, academy policy
- Support the academy vision and ethos

Personnel

- Communicate effectively to all members of the team
- Work collaboratively with other staff

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing need of the service, always in consultation with the post holder.

Every member of staff at Kettering Buccleuch Academy has a responsibility to promote and safeguard the welfare of children and young people with whom they come into contact.

We are an inclusive academy and strive to be a learning, caring and thriving institution.

We take the safeguarding of students and staff seriously at Kettering Buccleuch Academy. All staff are expected to support this ethos.

Signed: _____

Job Holder

Date



Kettering Buccleuch Academy

The best in everyone™

Part of United Learning

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