



Teaching Assistant

Fixed Term

The Orchards School, Bromsgrove



Black Pear Trust

About Black Pear Trust

Welcome to the Black Pear Trust, rooted in the heart of Worcestershire. We are a dynamic and forward-thinking multi-academy trust where collaboration and innovation thrive. Since our establishment in 2014, we have been on a mission to transform education by fostering inclusive, high-quality learning environments where every child can excel.

Guided by our inspiring vision, "In unity; we broaden horizons, raise aspirations and impact generations," we work alongside a vibrant community of schools, educators, parents, and partners to create exciting opportunities for students. From nurturing curiosity to driving ambition, we ensure that every learner is empowered to reach their full potential.

With our growing family of schools, we cater for children age 2 - 18, each sharing a passion for excellence. We are shaping a brighter future for generations to come—right here in Worcestershire. Together, we're not just educating; we're inspiring!

Our Schools



Emma Pritchard Trust CEO

Emma's vast experience as a teacher and headteacher allows a fully child led trust strategy, grounded in continuous professional development. Inspiring all to pursue excellence in education



Katie Reilly Trust COO

Katie ensures smooth operations across our Trust, driving efficiency, compliance, and strategic growth to support exceptional education and ensuring every school thrives



Our Culture

At Black Pear Trust, we believe that care and compassion are the cornerstones of our educational culture. We are dedicated to nurturing not only the children in our schools but also our colleagues, fostering a supportive environment where everyone thrives. Our commitment to wellbeing extends beyond the classroom, creating a community where every individual feels valued and empowered. We pride ourselves on our authenticity and diversity. Bringing the spirit of the communities we serve into our schools to enrich every aspect of the educational journey.

Together, we build a brighter future for our children and a supportive workplace for our colleagues. The Black Pear Trust is where care meets excellence – we look forward to working with you!

Our Vision & Values

Our mission is to grow excellent learning communities together.

In order to achieve it we are guided by our overarching Trust vision:

In unity; we broaden horizons, raise aspirations and impact generations.



As a Trust we have 4 core values:

- Pride
- Excellence
- Achievement
- Respect

Which for our children translate to

- Proud to be me
- Enjoy Learning
- Achieve Success
- Respect for the World

Application Process

Please thoroughly read this information pack including the job description. If you think you would be a great fit for Black Pear Trust, complete your application via MyNewTerm.

We shortlist our applicants using a standard matrix for clarity and equity. The top candidates will be invited to interview. Please monitor your emails as all communication will be via MyNewTerm,

Successful candidates will receive a conditional offer of employment pending receipt of positive references, successful Right to Work checks and return of an acceptable DBS check and Child Barred List Check. Once all pre-employment checks have been completed and are compliant with our Safeguarding Policy, you will then receive an Employment Contract via email for signature.

At Black Pear Trust, we place paramount importance on safeguarding the children in our care. For further information on our safeguarding policy including Right to Work and DBS/Barred list checks, please contact HR@blackpearttrust.org.

Grade 1 Teaching Assistant Job Description

General duties

- Assist teaching staff to prepare classrooms for lessons and activities.
- Assist with school trips, events and activities.
- Encourage pupils to interact with others and engage in activities led by teaching staff.
- Supervise pupils' work and offer support where necessary.
- Provide administrative and clerical support to teaching staff and other TAs regarding lesson planning and resources.
- Monitor the needs and behaviour of pupils, and report these to teaching staff where appropriate.
- Undertake pupil record keeping as requested, e.g. taking registers.
- Assist teaching staff and other TAs with creating and maintaining displays throughout the school.
- Establish and maintain constructive relationships with pupils' parents and deliver pastoral support as required.
- Be a good role model to pupils in terms of behaviour and attitude.
- Any other duties as reasonably required.

Supporting the school

- Contribute to the ethos, value and aims of the school.
- Comply with all relevant legislation and school policies, including those relating to safeguarding, health and safety and data protection.
- Promote inclusion and acceptance of all pupils.
- Assist with the supervision of pupils out of lesson times, including break cover and at lunchtimes.

Teaching and learning

- Identify where pupils are struggling, e.g. engaging with a particular topic, and support them in understanding the information and complete the work.
- Support the use of ICT and computing in learning activities, and develop pupils' competence and independence in its use.
- Undertake activities set by teaching staff with individuals, or groups of pupils, to support pupils' learning.
- Assist teaching staff to implement a variety of teaching strategies that support pupils in achieving their learning goals.

Professional development

- Participate in training and other professional development as required.
- Participate in professional development meetings with your line manager.

Key Dates

9TH JULY

TBC

1ST SEPT

Vacancy
Closing Date

Interview
Date

Start Date

Benefits

At Black Pear Trust we offer a wide range of benefits to support our colleagues including:

- Access to a nationally recognised suite of online learning;
- Apprenticeships;
- Free Parking;
- Employee Assistance Programme;
- Access to Nationally Recognised Discounts (Blue Light Card *£5 payable per 24 months)
- Secondments;
- Access to a supportive network and training days across all sites;
- In house HR and Finance advice;
- Local Government pension Scheme.

However, the biggest benefit of being part of Black Pear Trust is the real life impact we make to the children in our schools and the wider community. Our team know they are part of something bigger and feel this every day, Our work is truly rewarding,

Contact



01905 701120



hr@blackpeartrust.org



www.blackpeartrust.org