



Weldon
Village
Academy



Weldon Village Academy

Level 1 Teaching Assistant

Recruitment Pack



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Valuing People



High Quality
Learning
Environment



Pursuit of
Excellence



Extending the
Boundaries of
Learning



Achievement
for all

About Weldon Village Academy

Weldon Village Academy, which opened to its first cohort of Year 7 students in 2023, represents a hugely exciting prospect for all families in the area, and we aim to provide an outstanding education for our students.

A brand new, dynamic school, overseen by the established and successful Meridian Trust, we are proud to have already established ourselves as the school of choice for local families.

I'm thrilled to lead a team who create a safe, vibrant, and inclusive learning environment where students can thrive.

At Weldon Village Academy, we aspire for all students to achieve their potential, both academically and as well-rounded members of society. To support students' understanding of how best to learn and conduct themselves, we refer to The Three Cs as qualities they should aspire to:

- **CARING** students listen, respect, and encourage each other to do their best. They are kind, tolerant, and understanding of one another.
- **CURIOS** students are interested in lessons, ask questions, are willing to 'have a go,' take ownership of their learning, and always try to improve.
- **COMMITTED** students take pride in their work, are on time, ready to start quickly, with the right equipment. They engage in extracurricular activities and take opportunities to excel.

The academy is underpinned and supported by the ethos and values of Meridian Trust. The core of this philosophy is:

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

I look forward to working with you as we create a new legacy. Together, we will build a place where students can thrive, discover their passions, and reach their full potential.

Matt Norris
Principal



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.



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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](#)



The Role

Weldon Village Academy is seeking to appoint an enthusiastic Level 1 Teaching Assistant

We are seeking to appoint an inspirational and enthusiastic Level 1 Teaching Assistant to join our growing school, which opened in September 2023. This is a unique opportunity to play a key part in instilling the virtues and values that will permeate Weldon Village Academy for decades to come; to get it right from early in the life of our school.

This role is to assist the classroom teacher in the support and inclusion of children. To support access to learning for students and encourage interaction and independence. The role of Teaching Assistant is a vital but complex one; offering support and encouragement when needed, working alongside the teacher to make work accessible and relevant, but also ensuring that students work as independently as possible and can grow and thrive.

The successful candidate will have an uncompromising commitment to student achievement with a mind-set that all young people can experience success. Weldon Village Academy is a school where every member of staff makes a profound difference to the life chances of young people and you will have the rare opportunity to build something incredible.

Weldon Village Academy is at the heart of the community and a school where every child is known, valued and supported, values intrinsic to Meridian Trust Schools.



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JOB DESCRIPTION

Job Title:	Teaching Assistant – Level 1
JD Reference:	STD TA 01
School/Academy:	Weldon Village Academy
Weeks:	Term time plus 5 training days (39 weeks)
Hours of work:	32.5 Hours (Monday, Wednesday, Thursday, Friday 8.30am-3.15pm and Tuesday 8.30am-4.30pm)
Salary:	Grade 4, point 3-5 £18,764 – £19,360 (Actual Annual Salary)
Responsible to:	Assistant SENDCO

Role:	To support the teaching of students
Purpose of job:	To assist the classroom teacher in the support and inclusion of children To support access to learning for students and encourage interaction and independence

Responsibilities and Accountabilities:

Support for Students:

- Supervise the activities of individuals or groups of children to ensure their safety and welfare
- Establish and keep supportive relationships with individual students or small groups to ensure they understand and can achieve the tasks
- Promote the inclusion and acceptance of all students
- Aid the learning of children by:
 - Clarifying and explaining instructions
 - Ensure that the child can use the equipment and materials supplied
 - Motivate and encourage the child as needed
 - Aid in weaker areas, e.g., spelling, handwriting, reading etc
 - Help students to concentrate and to finish the work set

Support for Teachers:

- Prepare the classroom for lessons as directed
- Undertake support activities as needed, e.g., photocopying, mounting displays, filing, etc
- Undertake student record keeping as requested
- Contribute to the management of student behaviour

Support for the Curriculum:

- Support students to understand instructions



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- Support students in respect of local and national learning strategies e.g., literacy, numeracy, KS3, KS3, as directed by the teacher
- Support the use of ICT in the curriculum

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 the relevant person
- Accompany staff and students on visits, trips and out-of-school activities as needed
- Develop and keep effective working relationships with other staff
- Attend relevant meetings as needed

Support for School/Academy/Place of work:

- Participate in staff events by arrangement
- Attend Staff Meetings
- 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:

- Follow the legal provisions regulating confidentiality and security of data and information under GDPR

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/run all equipment within Health and Safety & Welfare
- 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:



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- The post holder will have a shared responsibility for safeguarding 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.



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PERSON SPECIFICATION

Person Specification Teaching Assistant Level 1	Assessment Key: A = Application Form I = Interview
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Education and Qualification		Essential	Desirable	Assessment
1	Good educational background with GCSE or equivalent in English Language and Maths	✓		A
2	Teaching Assistant qualification or willingness to work towards one		✓	A
Experience		Essential	Desirable	Assessment
3	Experience of supporting children in a classroom environment		✓	A/I
4	Experience of working with children across all key stages		✓	A/I
Knowledge and understanding		Essential	Desirable	Assessment
5	Some understanding of the education system	✓		A/I
6	Some knowledge of the SEND Code of Practice		✓	A/I
7	Some understanding of how children learn	✓		A/I
8	Some understanding of phonics, numeracy, and literacy development	✓		I
9	Knowledge of the concept of confidentiality	✓		I
10	Awareness of child protection issues	✓		I
11	First aid certificate		✓	A
Skills and abilities		Essential	Desirable	Assessment
12	Able to make and sustain positive relationships with children	✓		I
13	Able to work closely with pupils who are finding learning difficult	✓		I
14	Good written and oral communication skills	✓		I
15	Ability to contribute to team meetings and contribute ideas	✓		I
Personal Qualities		Essential	Desirable	Assessment



16	Willingness to undergo further training and development	✓		I
17	Positive and enthusiastic approach towards work	✓		I
18	Ability to act on own initiative	✓		I
19	Kindness and empathy towards students and colleagues	✓		I
20	Ability to work as part of a team effectively			I
Child Protection		Essential	Desirable	Assessment
21	Support the Academy policies on safeguarding and child protection.	✓		A/I
Other		Essential	Desirable	Assessment
22	Flexibility of working hours	✓		A/I



A Great Place to Work



We care passionately about our staff, their well-being and professional development and this is reflected in the fact that we are an enthusiastic team committed to working collaboratively and sharing the very best practice.

We can offer:

- a strong team environment that takes staff well-being seriously;
- a dedicated Senior Leadership Team who want to see staff progress and flourish in their career;
- an active teaching and learning research and development group;
- a post with the potential for future progression both within this role and the wider trust;
- support from the wider trust including numerous CPD opportunities;
- a full induction programme alongside weekly training sessions and staff meetings to ensure effective communication;
- a school with a passionate commitment to staff development;
- Employee Assistance Programme to help support you in everyday life as well as career decisions;
- free on-site parking.



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About Us

Weldon Village Academy will be the thirteenth secondary school in Meridian Trust and will grow to become a school of 1500 students, including a 6th form of 300. Situated in a new and growing housing estate in Weldon, approximately 2.5 miles from Corby town centre, it will be one of the most technologically advanced schools in the country. The school will be fully built upon opening, rather than a modular build, with excellent sporting facilities including a full-sized sports hall. We are excited to begin this new journey for the trust and the young people of Weldon and the surrounding area, and hope that you will apply to join us on this unique journey.

Weldon is a suburban village and civil parish on the eastern outskirts of Corby, Northamptonshire. The village is listed in the Doomsday Book as 'Weledene', in the Colby Hundred. In 2001 the parish's population was 1,644 people, increasing to 2,099 in the 2011 Census. Weldon is growing at a rapid speed with the arrival of the new building developments 'Weldon Park', 'Weldon Manor' as well as 'Priors Hall' located on the outskirts of the village.



There are regular bus services from Weldon to Corby and further afield (X4 Milton Keynes – Peterborough – Milton Keynes).

Corby lies to the north of Northamptonshire and is the 11th smallest local authority in the UK, it covers 31 square miles and is situated in the heart of England with excellent road links via the A14 to the M1, M6 and A1, together with a direct passenger rail service to London. Corby has been named as the fastest growing borough outside of London, with a population (standing at 72,200 in 2019 according to Nomis) which is expected to continue increasing as the borough continues to grow.

The town was at one time known for its steelworks. Recently, Corby has undergone a large regeneration process with the opening of Corby railway station and Corby International Pool in 2009 and the Corby Cube building in 2010.



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