



SANDY LANE PRIMARY SCHOOL



Proud to be part of the

GREENSHAW
LEARNING TRUST

RECRUITMENT PACK

Sandy Lane Primary School,
Sandy Lane,
Bracknell, Berkshire RG12 2JG

Telephone: 01344 423896 - 8:30 am - 3:45 pm

Email: secretary@sandylanebracknell.com



Dear candidate

Thank you for your interest in the role of Teaching Assistant at Sandy Lane Primary School. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our job's portal.

Sandy Lane Primary School is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Faye Wilson: sbm@sandylanebracknell.com. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

Yours sincerely

Katie Parkhouse, Headteacher



About Our School:

At Sandy Lane Primary School, our core PRIDE values underpin everything that we do. Our aim is to provide pupils at Sandy Lane Primary School with limitless opportunities in partnership with families – which is our Sandy Lane Promise.

The PRIDE Values: Positive, Responsible, Inclusive, Determined, and Enquiring run through all aspects of school life.

Positive:

We approach learning and life with optimism. We believe in looking for the good in every situation and fostering a joyful learning environment. In essence, we choose to be cheerful and see the possibilities!

Responsible:

We value ourselves, others, and our school. We take ownership of our actions and understand the importance of contributing positively to our community. Simply put, we do the right thing and care for what we have.

Inclusive:

We celebrate diversity and make everyone feel welcome and valued. We believe that our differences make us stronger and strive to create a place where everyone belongs. To put it plainly, everyone is welcome here!

Determined:

We persevere through challenges and see mistakes as opportunities to grow. We don't give up easily and understand that learning often involves overcoming obstacles. In other words, we keep going and learn from our experiences!

Enquiring:

We are curious, we ask questions, and we actively participate in our learning journey. We believe in the power of curiosity to drive learning and encourage our pupils to explore the world around them. Essentially, we love to ask 'why?' and find out more!

TERMS AND CONDITIONS

CONTRACT

Permanent from 2nd November 2026

SALARY

Salary calculated in line with NJC. Grade BH-J, scale points 4 to 6 £26,769 to £27,600. Actual salary £19,783 £20,398

HOURS OF WORK

32.5hrs per week, w/k Per year Monday to Friday

PLACE OF WORK

Sandy Lane Primary School, Sandy Lane, Bracknell, Berkshire RG12 2JG.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org> or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

The postholder will be paid an enhancement for holiday pay, which is included in the salary details above

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Teaching Assistant
Responsible to:	Class Teacher
Responsible for:	As required by class teacher

ROLE OVERVIEW

We are looking for an enthusiastic teaching assistant to join us at Sandy Lane Primary School. The successful candidate will motivate, challenge, support and inspire our students.

MAIN DUTIES AND RESPONSIBILITIES

Job Title: Teaching Assistant Level 2	Section/Location: Bracknell
School: Sandy Lane Primary	Grade/Salary Range: Grade J (SCP 4-6)
	Working Pattern: Mon-Friday, 8.30-15.30
JOB PURPOSE	
To work with teachers to support teaching and learning by working with individuals or small groups of pupils under the direction of teaching staff and may be responsible for some learning activities within the overall teaching plan	
DESIGNATION OF POST AND POSITION WITHIN SCHOOL STRUCTURE	
Works under the direction of the teacher.	
MAIN DUTIES AND RESPONSIBILITIES	
Key duties: • Implement planned learning activities/teaching programmes as agreed with the teacher, adjusting activities according to pupils' responses as appropriate • Participate in planning and evaluation of learning activities with the teacher, providing feedback to the teacher on pupil progress and behaviour • Support the teacher in monitoring, assessing and recording pupil progress/activities • Provide feedback to pupils in relation to attainment and progress under the guidance of the teacher • Support learning by arranging/providing resources for lessons/activities under the direction of the teacher • Support pupils in social and emotional well-being, reporting problems to the teacher as appropriate • Share information about pupils with other staff, parents / carers, internal and external agencies, as appropriate	

- Understand and support independent learning and inclusion of all pupils as required.
- Assist in the development of individual development plans for pupils (such as Individual educational plans)
- Support the work of volunteers and other teaching assistants in the classroom
- Support the use of ICT in the curriculum
- Invigilate exams and tests
- Assist in escorting and supervising pupils on educational visits and out of school activities
- Select, prepare and clear away classroom materials and learning areas ensuring they are available for use, including developing and presenting displays
- Support children's learning through play
- Support pupils in developing and implementing their own personal and social development
- Assist pupils with eating, dressing and hygiene, as required, whilst encouraging independence
- Monitor and manage stock and supplies for the classroom.
- Actively support the school's equal opportunity policies and ensure that all pupils have an equal access to opportunities to learn and develop.
- Contribute to the overall aims and targets of the school, appreciate and support the roles of other members of the school work team and attend relevant meetings as required.
- Be aware of and take part in the school's performance management framework and participate in training and development activities as required.
- Undertake any other similar duties as required.
- Various first aid training & CPD

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Good literacy/numeracy skills GCSE or equivalent in Maths & English grade 4 or equivalent	x	
NVQ2 in teaching assistance or equivalent qualifications or experience		x
First aid training		x
Skills and experience		
Experience of working with or caring for children in a learning environment		x
Knowledge and understanding of child development, learning, the national curriculum and other basic learning programmes.	x	
Knowledge of relevant policies and legislation.		x
Able to deal with personal/hygiene needs of children and respond sensitively to pupils needs.	x	
Able to work effectively as part of a team, understand classroom roles and responsibilities and follow and interpret instructions and guidance.	x	
Able to prepare and display necessary teaching/learning resources and materials.	x	
Able to use ICT to support learning and complete school administrative tasks.	x	
Able to relate to and communicate well with children and adults, motivate pupils to learn and respond sensitively and flexibly to children's competing demands	x	
Ability to undertake general administrative tasks	x	
Personal attributes		
Committed to equality of opportunity	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59pm on Monday 21st September 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held on **Tuesday 29th September 2026**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post on 2nd November 2026 or sooner



**GREENSHAW
LEARNING TRUST**



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