

THE VALE  
ACADEMY

# WHY WORK FOR THE VALE ACADEMY?

## ABOUT US

- At The Vale Academy, we put our children at the heart of everything we do, to serve our local community
- You'll be working alongside a collaborative, forward thinking, friendly and supportive team of around 50 staff
- Unparalleled CPD opportunities with The National College catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding Trust
- Fantastic children with a wonderful desire to learn
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance

## WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: [www.advantageschools.co.uk/join-us/work-for-us](http://www.advantageschools.co.uk/join-us/work-for-us)

If you have any questions about the role or would like to visit the academy, please contact **HR Recruitment, Jay Powell on 01582 211 226 or [jpowell@advantageschools.co.uk](mailto:jpowell@advantageschools.co.uk)**

If you decide to apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

## SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view."

The academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding.

Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

## HERE'S WHAT OFSTED HAVE TO SAY

***Leadership and Management: 'GOOD'***

*The school's Headteacher has worked quickly with senior leaders, supported by the work of the academy trust, to maintain the strong sense of community among staff, pupils, parents and trustees. Leaders are well regarded by all staff. Consequently, staff morale is high.*



# OUR LEADERSHIP

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Thank you for taking the time to read our information pack and finding out more about Advantage Schools.

I am very proud of our family of schools. Together we are determined to maximise educational provision in this region, ending educational disadvantage.

At Advantage Schools, we 'punch above our weight'. Despite being a medium-sized trust we have been involved in national policy. We are a delivery partner for the National Professional Qualifications, the Early Career Framework. We deliver very large amounts of bespoke training via the Advantage Schools Knowledge Exchange. We share our work with other like-minded schools and trusts, and work towards being an 'outlier' organisation

Our collaborative partnership of schools provide exceptional educational provision inside and outside of the classroom for all of our children. Our schools ensure that pupils are supported, monitored and encouraged, ensuring that their learning experience will be challenging, rewarding and memorable. Pupils enjoy their time at our academies and give back to the wider community.

I am one of the Department for Education's National Behaviour Advisors, and at Advantage Schools, we have a national reputation for excellent behaviour and a focus on strong outcomes. We take behaviour and curriculum really seriously. Our teachers must be able to teach, and pupils able to learn. Our curriculum is an entitlement for all – we do not make exceptions in our high aspirations. But our families, colleagues and trustees are hungry for more. We will, therefore, recruit a colleague who is hungry for the school and trust to be better still; who will not tolerate mediocrity; who will challenge when required and inspire regularly. This will be underpinned by substantial knowledge about education.

We expect hard work, but we support and manage workload so that you can do the job sustainably.

If you are interested in the post but are unsure whether you have the skills and expertise that would make you ready to apply, please do get in touch for an informal, honest conversation. We can arrange tours of our schools and are happy to put you in touch with relevant colleagues. We will ensure that the right candidate is fully supported with training and through our established support network.

I very much hope that we receive your application.

With best wishes, Stuart Lock





## ABOUT THE VALE ACADEMY

At The Vale Academy, we champion all of our pupils to achieve the following goals by the end of their primary journey:

- Show 'valour'. Be brave to truly be themselves.
- Be aspirational in all that they do, getting the most out of their learning experience.
- Be a leader, acting with integrity and spirit.
- Strive for excellence, academically and socially.
- Gain the right qualifications and be prepared for the next stage in their education.

### OUR VISION IS TO:

- Have a provision where all children thrive in a first-class learning environment.
- Be the first-choice school for parents and carers within our local community.
- Provide exceptional experiences in and out of the classroom, tailored to children's interests.
- Ensure that our pupils are deep thinkers and knowledgeable in a range of curriculum areas.
- Provide the building blocks for children's future career aspirations.

To help achieve our vision, everything we do is underpinned by our VALE Values:

**VALOUR, ASPIRATION, LEADERSHIP AND EXCELLENCE.**

# VALUES



## INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

### INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

### AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

### EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.



# STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. Ranging from an extensive **Wellbeing package**, to free tea and coffee, you can be reassured that we have your best interests at heart.



Whole trust training events



Free eye test vouchers



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



Refer a friend £500 bonus scheme



Support for all staff with an experienced licensed counsellor



Cycle to work scheme



We are in the process of a big benefit review. Watch this space!

## CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored middle leader training for eligible colleagues. Additionally, we offer a wide range of CPD training through various platforms, including The National College, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.

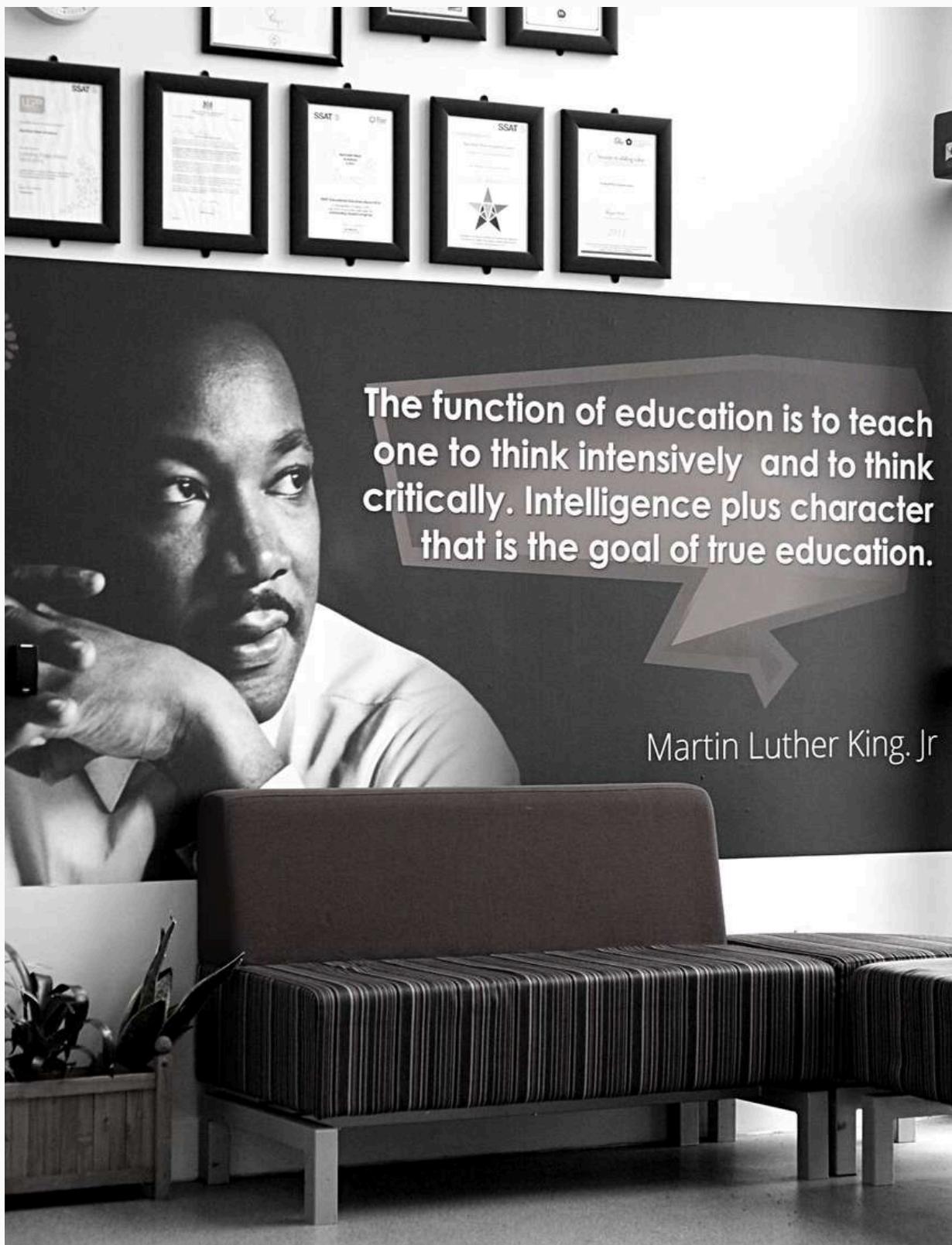


## MEDICAL

Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

# RECRUITMENT BOOKLET



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**SEE MORE AT**

[WWW.ADVANTAGESCHOOLS.CO.UK](http://WWW.ADVANTAGESCHOOLS.CO.UK)



## Kingfisher Specialist Resource Provision (SRP) Learning Support Assistant

The Vale Academy has an exciting new opportunity to become part of an experienced and dedicated team working in a progressively forward-thinking Specialist Resource provision for mainstream pupils with Autism. The provision is home to 10 primary aged pupils with a primary diagnosis of autism. Although based in a separate building, the provision is part of the mainstream school and, where appropriate, children join the main school for learning and activities.

The Vale Academy is a school that is dedicated to providing an outstanding education to every child. Our lovely students, hardworking teachers, and supportive parents create a community that is committed to excellence in all areas of education.

We are seeking to recruit an enthusiastic and committed Learning Support Assistant who has experience in supporting pupils with special needs in a mainstream setting and has excellent communication and observation skills. Some of these pupils demonstrate challenging behaviours, sensory difficulties and can become overwhelmed, and we are seeking someone who is passionate about enabling children and young people with Autism to thrive.

Successful candidates will be expected to carry out detailed observations of pupils and to work 1 – 1 and in small groups in the provision as well as supporting our pupils in the main school when they join for specific learning opportunities. They will be expected to demonstrate and help implement Autism specific strategies.

### Your Duties & Responsibilities

- To make every day stimulating, exciting and developmental for the pupils in the SRP.
- To ensure that the identified needs and targets for development as detailed on the EHC plans are being catered for and impact measured
- To use assessment method to capture the small steps as well as the significant ones
- To ensure that the entirely bespoke curriculum provides each child with the opportunity to explore all subjects and develop life skills
- To liaise efficiently and regularly with SRP leader regarding the quality of education and pupils' needs and progress
- To work with the parents/carers of every child to ensure that they feel fully informed, supported and re-assured about their child's journey and education during their time with us

### Requirements

- Experience and high level of knowledge and understanding around creating learning opportunities to support and develop children with autism, Essential
- First Aid Training Desirable
- Understanding of Safeguarding
- Great communication skills and is committed to working well in a team and individually

### Job Specifics

**Start date:** as soon as possible

**Salary:** AS 1-5 £24,534 - £25,893 actual pro rata salary £20,139-£21,255 (dependent on experience)

**Job role:** Fixed Term 1 year, Full-time, Term-time plus inset days, 35 hours per week.

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.

## JOB DESCRIPTION

### PURPOSE OF THE POST

This is a key post within the provision which requires dedication and a highly efficient and responsible approach. It requires working closely with the Provision Leader to support them with their responsibility for the development and progress of all of the SRP students.

### Responsibilities

- Under the direction of the provision leader, follow agreed lesson plans, support the teaching and learning of individual or groups of students within the SRP, using support strategies appropriate to the needs of students, providing feedback and liaising over problems. Contribute to the intellectual and social development of students and work with individual small groups of children to support the achievement of their targets. Prepare, maintain and deploy appropriate learning aids, materials and equipment.
- Contribute significantly to the planning of teaching and learning for the whole group and individual students. Contribute to the planning of lessons and work programmes, the devising of activities and target setting.
- Contribute to the monitoring, recording and assessment of student progress through observation and questioning, against student targets and Individual Educational Plans, keeping detailed records of individual's progress.
- Contribute to the development of a purposeful working atmosphere and implement and monitor the provision and school's behaviour and any related policies and procedures.
- Under the direction of the provision leader, develop and maintain supportive relationships with parents, carers and others of the student's community. Work collaboratively with other agencies and professionals, as necessary, including educational psychologists, health professionals, and education welfare officers, to meet the personal and educational needs of individual students.
- Contribute to the care, health and welfare of students in accordance with the provision and school's health and safety and related policies.
- As required, contribute to specific aspects of teaching, learning and personal development, for example, extra-curricular activities, school visits, etc.
- Support students with consistency whilst recognizing and responding to their individual needs.
- Provide regular feedback to students and their parents/carers in relation to progress and achievement.
- Implement agreed learning activities/teaching programmes, adjusting activities according to student needs/responses.
- Be aware of, and comply with, policies and procedures relating to child protection and safeguarding, health safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To continually update knowledge and understanding of a specialist area and related current research.
- Accompany teaching staff and students on educational visits, trips and out of school activities as required and take responsibility for a group under the supervision of a teacher.
- Attend regular faculty meetings and referral meetings as required.

The above lists are by no means exhaustive; it is more of a guide of expected duties. The post holder may, therefore be directed by the Provision Leader to undertake any other duties commensurate with this role

## PERSON SPECIFICATION

Candidates will be assessed on the following:	Essential	Desirable
<b>EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS</b>		
A good standard of Numeracy and both written and oral English	✓	
GCSE/O Level or equivalency in basic Maths and English		✓
Qualifications or prior training linked to education, child development, counselling and/or special educational needs (e.g. Cache, NVQ, Autism training etc.)		✓
<b>EXPERIENCE</b>		
Previous employment in an educational setting	✓	
Previous experience of working with children with special educational needs	✓	
Experience of working with a range of ages of child (4 – 12-year olds)	✓	
Experience of supporting or leading other adults		✓
Demonstrable experience of effective record keeping		✓
<b>SKILLS/KNOWLEDGE/ABILITIES</b>		
Ability to communicate effectively and appropriately with children and adults	✓	
Knowledge of how/when best to intervene in children's learning in order to help them progress	✓	
Patience and resilience	✓	
Team working experience and attitude	✓	
Ability to prioritise tasks and to set and meet deadlines	✓	
Passion for and commitment to the educational needs and the development of happy and competent children	✓	
Creativity; the ability to engage children both inside and outside of learning times	✓	
Ability to forge relationships based on mutual respect and understanding	✓	
Working knowledge of effective strategies for behaviour management for children within the Primary phase	✓	
Practical knowledge of a variety of conditions that <i>may</i> affect children's learning and development		✓
Ability to demonstrate knowledge and commitment to Equality and Diversity and how this has been applied in previous roles	✓	
A knowledge and understanding of the requirements of Safeguarding Children and Vulnerable Adults in the education sector as applicable to this role	✓	
A knowledge and understanding of health and safety standards and best practice	✓	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post