



Candidate Recruitment Pack

Teaching Assistant UET Compass West

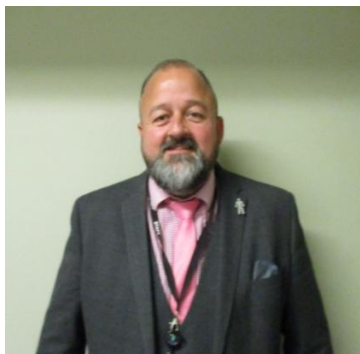
Applications considered upon receipt

www.unityeducationtrust.uk

mmedlock@cwe.unity-ed.uk

A welcome from the CEO

Dear Applicant,



Thank you for your interest in our vacancy at Unity Education Trust (UET).

As Chief Executive of the UET, I am delighted to offer you a warm welcome to our Trust. These are exciting times for all those associated to Unity Education Trust a Multi-Academy built on developing like-minded schools to be outstanding education providers through collaborative working that develops a 'unity of purpose' in all that we do.

UET has expanded its family of schools and education professionals. We welcome outstanding teachers, subject specialists, tutors, support staff and experienced leaders with a record of transformation in education.

All of our staff share the ethos of raising aspirations, unlocking potential and securing the best possible future for the 2700 young people attending our schools.

Our schools' range in size from 20 to 1200 students and effective collaboration across our schools is an important part of who we are, whilst maintaining individual schools' identity within their community.

I am proud that we are working in 'Unity' to meet the challenges in education head on and spearheading new developments for the benefit of all the children in our care.

We look forward to receiving your application.

Best wishes

Glyn Hambling

CEO

Our Story



UET was established in March 2017. As of 2024, its family of schools have expanded providing education for 3 - 19 year olds across mainstream and alternative provision settings and now comprises the following:

Mainstream

- Northgate High School and Dereham Sixth Form College
- Grove House Nursery and Infant School
- Kings Park Infant School
- Beeston Primary School
- Garvestone Primary School
- Great Dunham School
- Greyfriars Academy
- Highgate Infant School
- Kings Oak Academy
- Magdalen Academy
- St Germans Academy
- Wimbotsham & Stow Academy

Specialist

Pathfinder School –
Brooklands, Danby Wood, Douglas Bader,
Hooper Lane, Brooklands, Rosebery

Compass –
Belton, Lingwood, West

- UET Earthsea
- Churchill Park Academy
- The Pinetree School

The Trust sets high expectations in every aspect of our work, providing pupils with the best opportunities through outstanding teaching, the development of 21st century facilities, inspirational leadership and a growth mindset approach.

We will ensure that each of our academies maintains its unique identity at the heart of their community and engaging with all partners and stakeholders and other high performing educational organisations.

We have an unrelenting belief and focus that all students can achieve high standards, whatever their background and life experiences when given a positive climate of support, challenge and the development of Growth Mindset through outstanding teaching.

Furthermore we are committed to 'raising aspirations to fulfil potential' ensuring our learners are encouraged to build confidence, expand their leadership qualities and embrace British Values that enable all to thrive in an ever-changing society.

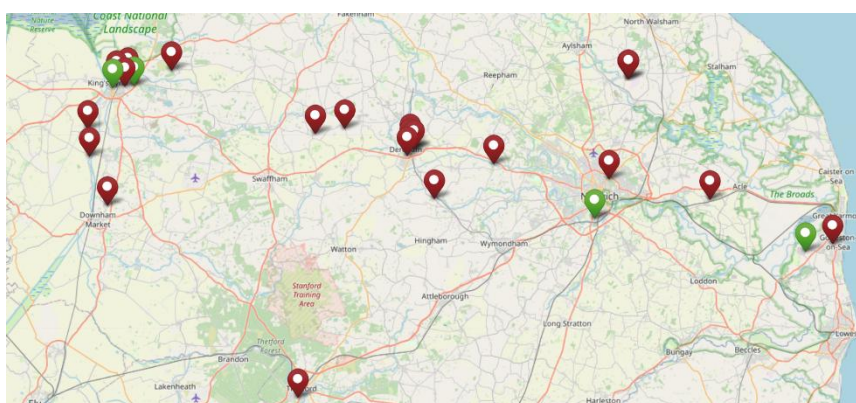
Our School – UET Compass West

Compass West is a long-term specialist education and mental health provision catering for 13 young people ranging from Key Stage 2 to the end of Key Stage 3. All of our pupils have an Education and Health Care Plan (EHCP) with a primary need of Social, Emotional and Mental Health difficulties. Our pupils will also have had some form of mental health intervention prior to them accessing provision here with us at Compass. Young people that access our provision are generally those that mainstream school and Child and Adolescent Mental Health Services (CAMHS) support are not sufficient to support their needs. The education and mental health needs of our young people are often that they may otherwise be placed in a residential setting or inpatient mental health unit, thereby breaking their attachments with their family and the local community.

We have a dedicated staff team including both education staff and an integrated and onsite Therapy Team. We have a strong focus on core subjects and work hard to bridge gaps young people may have in their learning after potentially struggling to access education for some time. We also have a focus on supporting relationships and attachments with members of staff and also their peers, staff work hard to role model appropriate behaviours for our young people to develop their social skills.

The Therapy Team is a multi-disciplinary team that supports all staff in delivering a holistic therapeutic provision by not only providing regular training to staff but by being integrating in the school community. All our young people will be offered weekly individual and group therapy sessions included within their 25 hour a week education offer. We are a child and family focused provision with a wide-ranging offer for all families that is differentiated to the needs of the individuals. We will actively involve family alongside the young person in offering support, this may include offers such as family therapy or clinical support.

We work with wide ranging vulnerabilities and difficulties that may not be a young persons fault but they're experience has had an impact on their life and therefore behaviour. Staff at Compass are trained in Norfolk STEPS, a de-escalation and behaviour management training that supports safety, containment and consistency. Within this, staff are trained to use Restrictive Physical Intervention, for those young people that can show difficult or dangerous behaviours. Our primary method of managing behaviour is that of de-escalation, utilising methods such as mentalisation and mindfulness alongside developing strong attachments with our young people.



Underpinning principles



Supporting Our Staff

Unity Education Trust is committed to supporting all staff in their personal, professional and career aspirations by providing a range of development opportunities. We foster a culture which encourages you to develop your talent and strengths throughout your journey with us.

We are committed to providing the highest quality support to ensure our schools excel and give our students the education they deserve. Our Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and the Education Directorate.

Each Unity Education Trust school benefits from a comprehensive programme of support and challenge, including a strong emphasis on CPD and a regular programme of training events to improve performance across all sectors within our schools.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Central Service team, who are available to advise on financial planning, audit, HR, legal and property matters.



Job Description

Teaching Assistant

JOB DESCRIPTION

Job Title	Teaching Assistant
Location	Compass Academy - West
Grade	D
Responsible to	Head of School, Assistant Base Lead
Responsible for	Provide direct learning support to pupils in the Compass Academy with behavioural, emotional and social difficulties.
Effective Date	1 September 2026

Role and Context

Job Purpose	Under the instruction/guidance of teaching or other senior staff and within the overall ethos of the school, undertake care and learning programmes and activities to support individuals or groups of pupils, including more specialised support for those with special education needs, enable access to learning for pupils and assist the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or in other areas.
Context	UET Compass Academies provide a therapeutic education offer to children and young people and their families. Compass Schools are commissioned by Norfolk County Council Children's Services and Local NHS Clinical Commissioners and delivered in partnership by the Unity Education Trust and Norfolk and Suffolk Mental Health NHS Foundation Trust. All our children and young people have an Education and Health Care Plan (EHCP) with a primary need for Social, Emotional and Mental Health difficulties. Our children and young people will also have had some form of mental health intervention (Child and Adolescent Mental Health Services) prior to them accessing our provision. UET Compass Academy work collaboratively with children and young people, and their families, to provide high quality education and therapeutic interventions. Compass Schools have an inclusive culture which works with children and young people's strengths using an integrated approach to education and therapy. The staff work creatively to engage with children and young people in a way that is flexible and tailored to the needs of each pupil, with the aim of preparing them for their next education placement. The UET Compass Academies have 4 locations at Belton, West (Gt Dunham), Lingwood and UET Earthsea.

Principal Accountabilities		
1. Provide direct learning support for vulnerable pupils supported by the pathfinder school using strategies, in liaison with the teacher, to support pupils to achieve learning goals. Supervising and providing particular support for pupils, including those with special needs, ensuring their safety and access to learning activities. 2. Plan and deliver structured and agreed learning activities, adjusting activities according to pupil responses, including undertaking literacy and numeracy programmes, recording achievement and progress and feeding back to the teacher, pupils and parents/carers in relation to progress, achievement and behaviour in both 1:1 and group environments. 3. Assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes promoting good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their behaviour. 4. Assist with the supervision of pupils out of lesson times and accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher. 5. To attend to the personal and social needs of pupils and any other special requirements depending on the nature of a pupil's special needs and, wherever possible, making these part of the learning experience. 6. Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans and assist with the display of pupils' work promoting inclusion and acceptance of pupils while encouraging constructive relationships within the classroom and with parents/carers. 7. Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use, including supporting the use of ICT in learning activities and developing pupils' competence in its use. Administering routine tests and invigilate exams and undertake routine marking of pupils' work and provide clerical/admin support, e.g. photocopying, typing, filing, money and administer coursework. 8. Attend and participate in relevant meetings as required and participate in training and other learning activities and performance development as required. 9. Under agreed school procedures and in line with statutory guidance on supporting pupils at school with medical conditions, to give first aid/medicine and accompany sick pupils home, or to a health centre or hospital as necessary, or assist with programmes of special care such as physiotherapy, hydrotherapy or speech therapy, under the direction of the appropriate specialist. 10. To undertake all duties with an over-riding regard for the Safeguarding of children and young people and in accordance with all current guidance and best practice in this area.		
Person Specification		
This should describe the qualifications, experience, skills and knowledge which are essential to do the job to a fully competent level.		
	Essential	Desirable
Qualifications	Education to secondary school level at least.	Relevant qualification in relation to supporting pupils

	▪ Knowledge and understanding of child development and children's and families' needs. ▪ Good numeracy and literacy skills, to GCSE Grade C or equivalent minimum	▪ with SEMH needs. ▪ Relevant qualification with regard to working with children, such as NVQ 3. ▪ Teaching Assistant Qualification ▪ First Aid qualification
Experience	▪ Experience of working in an education providing support to SEMH pupils. ▪ Previous experience working with children. ▪ Experience of supporting pupils with SEN ▪ Ability to effectively use IT to support learning	▪ Norfolk STEPs training
Skills/Knowledge	▪ Basic understanding of principles of child development and learning processes and in particular barriers to learning ▪ Working knowledge of relevant policies/codes of practice/legislation ▪ Working knowledge of National Curriculum and other relevant learning programmes ▪ Work constructively as part of a team, understanding classroom roles and responsibilities and own position within these ▪ Ability to relate well to children and adults ▪ Range of ICT skills including use of PC for recording and monitoring data ▪ Effective use of ICT to support learning - Desirable ▪ Working knowledge of child protection procedures, health and safety procedures, Disability Equalities Scheme/Act, confidentiality and data protection policy and procedures	
Physical attributes and other circumstances	▪ Ability to physically fulfil the responsibilities of the post. ▪ Willingness and ability to attend appropriate meetings and training. ▪ Reasonable personal	

	presentation. ▪ Excellent punctuality	
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General Information

- The job descriptions detail the main outcomes required and should only be updated to reflect **major changes** that impact on the outcomes of the job
- Job holders must be aware of and comply with all current guidance, policies and procedures relating to safeguarding and ensure that they are in accordance with statutory and school safeguarding requirements at all times.
- All work performed/duties undertaken must be carried out in accordance with relevant Academy policies and procedures, within legislation, and with regard to the needs of our customers and the diverse community we serve.
- Job holders will be expected to be flexible in their duties and carry out any other duties commensurate with the grade and falling within the general scope of the job, as requested by management.



Joining Us

LOCATION

The post will be located at Compass West , situated in Great Dunham. The Unity Education Trust reserves the right to transfer staff to alternative posts appropriate to the grade and/or alternative work places as is considered reasonable.

PROBATIONARY PERIOD

New employees of The Unity Education Trust will be required to serve a probationary period of 12 working weeks.

REMUNERATION

The current salary for the post is within the range:

- Salary – MRS Scale D Point 6-7 actual salary £22,989 - £23,354 (Full time annual salary £26,847 - £27,274)

Subject to satisfactory service, salaries will rise within the scale by annual increments up to the maximum of the scale. Salary is paid in 12 equal instalments on or just before the 19th of each month. Payment is by credit transfer

HOURS OF WORK

The normal working week is one of 37 hours, Term Time + 1 week. This is a permanent position.

DRESS CODE

The post-holder will be expected to wear appropriate business attire and will be supplied with appropriate Staff ID. This must be worn at all times to ensure that students, staff and visitors are able to identify UET colleagues.

BENEFITS

- Comprehensive induction
- Commitment to your ongoing training and career progression
- Pension scheme
- Eye care vouchers (if criteria are met)
- Paid for enhanced DBS
- Wellbeing support
- FastTrack treatment service including physiotherapy

Terms and Conditions

PRE-EMPLOYMENT CHECKS

All staff must be prepared to undergo a number of checks to confirm their suitability to work with children and young people. The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.

EQUAL OPPORTUNITIES

UET has a policy that seeks to ensure that all employees are selected, trained and promoted on the basis of ability, the requirements of the post and other similar and objective criteria. The gender, marital status, ethnic origin, age, religion or sexual orientation of an applicant or employee does not affect the employment opportunities made available except as permitted by legislation. UET also requires full and fair consideration to be given to people with disabilities in the recruitment process. Applicants declaring a disability who meet the minimum (essential) criteria for the vacancy will be invited for interview.

DISCLOSURE AND BARRING SERVICE CHECK

This post is subject to a Disclosure and Barring Service Check. Disclosure and Barring Service and Disclosure of Convictions Policy for employment of persons with criminal convictions – refer to our website www.unityeducationtrust.uk

Immigration, Asylum and Nationality Act Information – refer to our website www.unityeducationtrust.uk

How to apply

Click on the **Apply Now** button. You can save your application and return to it later. Please ensure you have completed your application before the end date.

No CVs accepted – please complete an application form if you wish to be considered for this role.

Candidates are advised that they may be subject to an online check from information in the public domain.

We aim to be an equal opportunities employer and welcome applications irrespective of race, gender, religion, disability, sexual orientation and/or age. We value the individuality and creativity that every worker potentially brings to the workforce.

This post will come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.

Unity Education Trust is committed to safeguarding and promoting the welfare of children. All applicants must be willing to undergo safeguarding screening appropriate to the post, including checks with Disclosure & Barring Service and at least 2 references which cover the last 3 years; for all our services we will request references from where you have worked with either children or vulnerable adults. Please be advised that references may be requested prior to interview for roles within our schools.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for this role.

We reserve the right to withdraw this vacancy at any time ahead of the closing date if there is a sufficient level of response. Therefore, we recommend you submit your application as early as possible.

We also reserve the right to interview shortlisted candidates ahead of the closing date.

Interview process

Application will be considered upon receipt.

Interview process

- Candidates will be shortlisted
- References will be requested

The interview process will include:

- Tour and Task
- Interview
- Classroom Familiarisation

If you would like an informal discussion. Please contact Mel Medlock, Assistant Headteacher by emailing mmedlock@cwe.unity-ed.uk



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