

RECRUITMENT PACK

Newsome Academy

Educational Teaching Assistant
Additional Resourced Provision for Physical Impairment



Our Trust



I am proud to welcome you to Impact Education. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving young people and their communities in Calderdale, Kirklees and Bradford, West Yorkshire.

Our **vision** is to be a Trust **where hearts and minds connect**; values-driven partners who work collaboratively to provide a high-quality and inclusive education that impacts positively our young people. We are on a **mission** to improve their life chances, challenging social disadvantage and championing inclusion. We believe in student agency and equipping our young people with the knowledge, skills and qualities to be successful in learning, life and work.

Our **people** are empowered to create, explore, share, and learn from each other and the wider system through agile professional learning communities. They have access to high-quality professional development through our **Institute of Learning**. We work hard, but not at the expense of wellbeing, and we want all our people to feel valued, respected, and happy in their work.

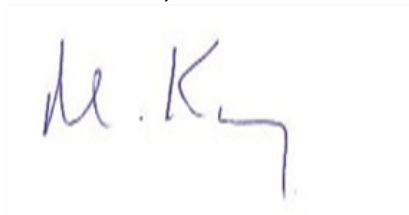
Our **values** of **Heart**, **Mind** and **Connect** underpin everything we do, and our **core principles** articulate how we will live these out across our Academies.

We have entered an important phase of our continued development having undertaken the process of merging with Pennine Academies Yorkshire, who share a strong commitment to inclusive, high-quality education, particularly for disadvantaged pupils and those with special educational needs.

This partnership has created one of the largest non-faith Trusts in West Yorkshire, with 18 academies, 8,200 pupils, and over 1,200 staff. Rooted in shared values of inclusivity, collaboration, and excellence, this is a natural partnership and an exciting time to be joining our Trust.

If you are interested in learning more about our Trust, please make contact, there is so much to share.

Best Wishes,

A handwritten signature in blue ink, which appears to read "M. Kay". The signature is written in a cursive, flowing style.

Mick Kay
Chief Executive Officer

Benefits of Joining

All colleagues receive a planned induction to ensure the best start possible. We are also very proud of the professional learning opportunities across our Trust which are part of our Canopy offering. Canopy means professional learning for everybody across Impact Trust – whatever your school, whatever your role and whatever your interest. A place which inspires us all to grow and develop and pushes us all to be our professional best. These opportunities vary from ITT Training, NPQ's, HLTA, SEND TA, Wellbeing Champion Apprenticeships and many more. Early Career teachers are supported through a range of networks and have access to fully trained mentors and coaching opportunities.

Colleague Voice and wellbeing is really important to us. Colleagues new to the Trust will be able to access a range of benefits outlined below. We also complete an annual Trust listening survey and our Colleague Ambassadors support the development of action plans to help us work towards our goal of being a Great Place to Work.

In addition, we offer the following incentives:

- Salary Sacrifice Car Scheme
- Cycle to Work Scheme
- Employee Assistant Programme (Including health & wellbeing portal & App)
- Face-to-face or telephone counselling (also available for immediate family members)
- Online Cognitive Behaviour Therapy (CBT) (also available for immediate family members)

For further information about Impact Education MAT, please visit our website:

www.i-mat.org.uk

Newsome Academy



It is a privilege and a source of great pride to serve both the school and wider community at Newsome.

We work closely with the community, parents, and carers to make sure everyone is part of our journey to continue to raise standards and create a school where everyone counts; where everyone has the chance to succeed, to discover themselves and learn how to lead a life of integrity, respect, and happiness.

It is vital that everyone in the community has a voice and knows that they are listened to, including pupils, staff and parents and carers.

Newsome Academy is an aspirational and inclusive school. We believe in the potential of every individual to make exceptional progress from their starting points and to thoroughly enjoy their time at our school.

We believe that the wellbeing and happiness of every child is essential, and the needs of our children are at the heart of everything we do. Our journey is focused on having very high expectations. It means ensuring children who are successful and strive to achieve their best, know they are valued, believe in themselves, and have respect for others.

We aim to consistently promote fundamental British values and pupils' spiritual, moral, social, and cultural development. You will hear the word 'family' mentioned a lot and we operate very much in this way.

Best wishes

Mr Dean Watkin
Headteacher

Are you a talented professional looking for a new challenge?

We are looking for a talented Teaching Assistant who is forward thinking, dynamic and resilient and who, working within the Additional Resourced Provision (ARP), will provide high quality support to our learners with additional needs. The colleague appointed will be a natural inspirer, with the ability to work collaboratively with colleagues at Newsome Academy. A medical/care background or the ability to offer experience or interest in any of the following areas would also be welcome: extracurricular activities, adaptive sports or technology.

It is crucial that the successful candidate has a sound understanding of school landscapes and how to achieve success within these parameters. The successful candidate will also be part of the wider wellbeing family.

Department Information

- The PI ARP has recently had a significant investment and is well equipped with a range of accessible resources to enhance learning.
- The provision works within a mainstream school, to support the learning and welfare of students with complex needs, who have Educational Health Care plans. The team includes specialist teachers and experienced ETAs.
- The students have a diverse range of complex needs, from mobility difficulties to medical conditions and visual impairment. Many students use assistive technology to promote their independence.
- Most students require some level of support with their personal care needs. Independence is encouraged wherever possible in all areas of school.
- The provision offers outreach support to children and young people in schools across Kirklees.

Support and Opportunities

- We invest in and support our staff and offer a range of CPD opportunities for career progression.
- We support outward facing initiatives through promotion of school visits and CPD training. We also have opportunities for colleagues to gain wider experience in whole school initiatives and this has supported the promotion of a number of internal appointments over the past 12 months.

Job Description

Post:	Educational Teaching Assistant - ARP for Physical Impairment
Overview:	This post is based in the ARP for Physical Impairment within Newsome Academy, which provides support for children with physical impairment, their families and designated local mainstream schools
Salary:	Scale 4, SCP 7-11 (FTE £26,403 – £28,142)
Actual Salary:	SCP 7 - £18,361
Contract Type:	30 Hours Per Week Term Time Plus 2 Inset Days
Contract Term:	Permanent
Closing Date:	Monday 5 October 2026 at 9.00am
Interviews:	TBC
Start Date:	ASAP

Core Purpose

The Additional Resourced Provision meets the needs of children with complex physical needs within KS3 and KS4 at Newsome Academy. It forms one of four strands of support for children with: Complex Communication and Interaction Needs, Sensory and Physical Impairment, Cognition and Learning, and Social, Emotional, Mental Health.

The postholder will work as part of a specialist team including teachers, support staff and a range of other professionals to support the learning and welfare of targeted children and where appropriate ensure smooth transition to their designated local school. The role includes assessing need, providing learning and educational activities, developing skills, supporting integration and transition, securing children's physical and emotional wellbeing, whilst raising self-esteem and encouraging independence.

The role involves a combination of support on a one to one and small group basis either in or out of the classroom or specialist provision. It also involves working with staff from other schools to prepare them to fully meet the needs of the children in their local mainstream school. The post involves working in partnership with parents/carers and families in order to build confidence and trust.

Outcomes – Role Specific

- Families/carers of children receiving support from the resourced provision are regularly contacted and are involved in the identification of needs, setting of targets and monitoring of progress in all areas.
- Children, families and schools are provided with support and advice to achieve positive outcomes and meet needs.
- Schools and other external agencies are supported as appropriate in assessment of children's needs, in developing effective support strategies, implementation of additional needs and other

plans through modelling of good practice.

- Children successfully transition to the designated local school within agreed timescales as a result of successful staff intervention.
- Appropriate communication and access arrangements are in place and used effectively to enable access to learning and communication.
- Relevant and appropriate support processes are in place under the direction of the teacher or advanced educational teaching assistant.

Outcomes – Generic

- Children are able to play a full part in school, community and family life
- Individuals and groups of children are engaged in all learning activities, learn effectively and make good progress
- Staff maintain high expectations of all children to achieve as well as possible
- Children are managed effectively and appropriately during lessons, break times, lunchtimes and when required travel to and from school or out of school visits and activities
- Teaching resources are researched, selected and prepared so that they meet the diversity of children's needs and interests
- Information Communication Technology (ICT) is used effectively to support learning activities
- Children's competence and confidence is increased as a result of staff encouragement and feedback
- Children's records of progress, attendance and attainment, including observations, target setting and review notes, are maintained and analysed in order to evidence outcomes from interventions and actions taken
- Relevant training and development opportunities are taken up in order to improve practice as required by the Head Teacher/Local Authority (LA). This may include shadowing, attending training courses, participating in coaching and discussion with colleagues
- Positive and quality working practices are in place with host schools
- There is effective liaison with external agencies
- ARP and School policies are adhered to and implemented consistently
- Other duties and responsibilities of an equivalent nature are undertaken, as may be determined by the post holder's supervisor from time to time, in consultation with the post holder

Miscellaneous

You will be expected to carry out your duties in line with the academy's policies, procedures, relevant legislation and requirements of the Specialist Provision Service level Agreement. You will be made aware of these in your appointment letter, statement of particulars, induction, ongoing performance management and development, as well as through Council and academy communications.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

Person Specification

In order to be shortlisted for this post, you will need to demonstrate using examples in your application that you have the experience and competencies listed below. Competence may be demonstrated through knowledge, experience, skills, abilities, education, training, work and other activities. In your response you should describe the activity you have chosen to demonstrate your competency, describe what happened and what the outcome was and how it relates to the job you are applying for.

Recruitment and Selection process for disabled people. We have tried to do this, but if you have a disability and identify any barriers in the job description, please tell us of these in your application. We are committed to making reasonable adjustments to the job wherever possible and it would help us to know your needs in order to do this.

Attributes	Essential	Desirable	How Identified
Qualifications	Good general education with GCSE English and Maths or equivalent, eg. Adult Literacy/ Numeracy at Level 1	Willingness to undertake further training and qualifications	- Application - Certification
Experience	- Proven experience of working in mainstream and/or special school support environment in the relevant key stages - Working with children with complex needs - Modelling effective classroom practice to other staff - Experience of working in an effective team	- Working closely with families - Knowledge of CAF and safeguarding procedures - Good ICT skills	- Application - Interview - References
Knowledge and skills	- Ability to manage own workload effectively - Work cooperatively with others to achieve agreed objectives - Appreciation of the need to maintain strictest confidentiality - Participate and contribute to team planning and discussions in a positive manner - Ability to relate well to colleagues and to work as part of a team - Ability to take responsibility and work autonomously within agreed boundaries and expectations	Knowledge of special educational needs, inclusion and equalities procedures, legislation and relevant guidance	- Application - Interview - References

Character	• Strong moral purpose and drive for improvement • Positive attitude • Values-aligned & resilient • Flexible • Motivated and enthusiastic • Excellent interpersonal skills • Excellent communication skills • Excellent numeracy and literacy skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure	• Application • Interview • References
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How To Apply

To apply, please visit MyNewTerm at the following link:

<https://mynewterm.com/jobs/147888/EDV-2026-NA-64128>

Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.