



The **GALLERY TRUST**



A community of special schools

**Higher Level Teaching Assistant
Candidate Information Pack
2023**



Thank you for your interest in the post of Teaching Assistant at Mabel Prichard School.

We are a community special school for children and young people with complex needs from the ages of 2 to 19.

At Mabel Prichard School, we believe in enabling every student to discover who they are and to realise their full potential. Our curriculum offers a broad range of opportunities to face challenge; develop independence; prepare for adulthood; discover the world around them; be safe and develop the skills and knowledge to lead a happy, positive and fulfilled life.

Through our strong caring ethos, we support students to respect their whole community, regardless of background, race, gender, faith and disability and to celebrate diversity, so they are able to develop skills of empathy and tolerance in their life ahead.

We believe education plays a pivotal role in developing as individuals, alongside the vital input from families and other professionals whom we enjoy working closely with. The purpose of the school is to create opportunities through education for each student to value themselves and each other; develop confidence; communicate their thoughts and ideas and to enjoy discovering their strengths to take forward in their life ahead.

Mabel Prichard School is a member of The Gallery Trust, an expanding Special Needs Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. The Trust has a national reputation for excellence and is influential in the development of SEND strategy in the county. With six academies currently in the Trust, our aim is to build a community of eight to ten special schools over the next five years.

Please visit our website to find out more about the school. If you would like to visit the school to find out more about this exceptional opportunity before you submit your application, you will be most welcome. Our staff and students will be delighted to meet you.

Thank you again for your interest and we look forward to hearing from you.

Lucy Wawrzyniak
Executive Headteacher

**Higher Level Teaching Assistant
Grade 9
Actual Salary £23498.97 - £25648
(FTE £30151- £32909 per annum)
33 hours per week, 39 weeks per year, Permanent
To start as soon as possible**

Are you an inspirational, committed, dynamic higher level teaching assistant or experienced teaching assistant, seeking to join an equally exciting team? If so, Mabel Prichard School have an opportunity for you. We are looking to appoint an experienced teaching assistant with the very highest aspirations for all students, to join our team as a higher level teaching assistant. Working across both our primary and secondary sites.

Mabel Prichard is a special school for children from 2 to 19 years with profound and multiple learning difficulties and severe learning difficulties. Our classes vary from 9 to 11 students and we have a team of adults working in each.

You will:

- Have English and Maths GCSE or equivalent
- Have experience planning, teaching and assessing students with complex needs
- Have a knowledge of the education, employment and training pathways open to students with special needs on leaving a special school
- Have high aspirations for all students

Benefits of working at Mabel Prichard, part of The Gallery Trust

At Mabel Prichard we want to provide you with a rewarding and enriching career, which enables you to reach your full potential and achieve job satisfaction through a range of opportunities and benefits in our growing school.

Every staff member at Mabel Prichard is valued for the contribution they make to improving outcomes for our fantastic students, and we place a strong focus on the importance of retaining our talented and versatile staff.

Benefits of working at Mabel Prichard include:

Professional development opportunities

- Regular training and access to a range of internal and external professional development opportunities tailored to your learning needs, your job role and your career aspirations
- Opportunities for career progression, secondments and transfers within The Gallery Trust, the largest special school Academy Trust in Oxfordshire
- Opportunities for collaborative working across the schools in The Trust, offering the chance to liaise with experienced colleagues, building knowledge and professional networks

Financial

- Competitive salaries for teaching and support staff based on School Teacher Pay and Conditions Document and the NJC Green Book
- Excellent terms and conditions
- Access to attractive pension plans (TPS and LGPS), linked to salary life assurance

- Generous public sector occupational sick pay
- Contribution towards glasses and eye tests for DSE use
- Salary sacrifice schemes, including childcare vouchers and cycle to work

Wellbeing

- The opportunity to be a key member of a friendly and supportive staff team, dedicated and committed to improving outcomes for students
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Excellent induction processes, and strong line management structures to promote your wellbeing at work
- Generous annual leave entitlement for support staff which increases to reflect length of service
- A culture which is open to employee ideas and encourages open dialogue
- Complimentary tea and coffee
- Regular staff surveys to gain feedback on wellbeing and to drive improvements
- The opportunity to join colleagues for social events
- Family friendly policies, which promote your wellbeing

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Professional development opportunities

- Regular training and access to a range of internal and external professional development opportunities, tailored to your learning needs, your job role and your career aspirations.
- Opportunities for career progression, secondments and transfers within The Gallery Trust, the largest special school Academy Trust in Oxfordshire.
- Opportunities for collaborative working across the schools in The Trust, offering the chance to liaise with experienced colleagues, building knowledge and professional networks
- Develop your career in The Gallery Trust, an expanding and successful organisation which offers opportunities for progression, secondments and collaborative working with colleagues across our schools

Financial

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- Access to attractive pension plans (TPS and LGPS), linked to salary life assurance
- Contribution towards glasses and eye tests for DSE use
- Salary sacrifice schemes, including childcare vouchers
- Perkbox - discount and wellbeing platform membership

Wellbeing

- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Membership to My Healthy Advantage wellbeing app
- Excellent induction processes, and strong line management structures to promote your wellbeing at work
- A culture which is open to employee ideas and encourages open dialogue
- Complimentary tea and coffee
- Regular staff surveys and gathering of staff views to gain feedback on wellbeing and to drive improvements

- The opportunity to join colleagues for social events
- Family friendly policies, which promote your wellbeing
- Cycle to work Scheme

Application Process

To apply for this post, please email recruitment@mabelprichard.org. You can also download an application form and job pack from our website <https://mabelprichard.org/> or from The Gallery Trust website www.thegallerytrust.co.uk

Please submit your application form by **Monday 5th June 2023 at 12 noon** to recruitment@mabelprichard.org. Please ensure you detail any gaps in employment and use the selection criteria which is contained in the job pack when you prepare your application, as shortlisting for interview will be based on how closely you demonstrate your ability to fulfil the essential criteria. We do not accept CVs. If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Head Teacher.

The Gallery Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, health clearance, NCTL and Enhanced Disclosure and Barring Check. The Gallery Trust is an equal opportunities employer, and we welcome applications from candidates from all ethnic and community backgrounds.

The Gallery Trust is a Special Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. We strive to provide the best possible specialist learning experience for all pupils.

Our Strategic Aims

- **Places where innovation drives learning** – our schools have a clear purpose, they educate the whole child and prepare them for adulthood. Everything we do, from our curriculum offer to our pastoral care, is meaningful and driven by the needs of learners.
- **Places where relationships drive engagement and achievement** – our schools are built around exceptional relationships. We provide excellent experiences, growth, and opportunities for pupils and staff, and specialist working environments and resources.
- **Places which provide exceptional knowledge and support** – our schools are supported by a skilled and experienced central team which provides high quality school improvement and central support services.
- **Places which inspire and influence** – our schools are committed to collaborating with our local and national partners and communities to ensure that children and young people with SEND receive the education and opportunities they deserve.

As we enter the next phase of our development and build on our many successes, we want to embrace future challenges and opportunities. The Trust is on a continuing journey of expansion, growing from a Multi Academy Trust based on a single academy in 2013, to its position as the largest Special Trust in Oxfordshire. There are currently six special academies in the Trust located throughout Oxfordshire, with an additional academy opening in January 2024, and a further academy scheduled to open in 2026. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

The Board of Trustees believes that by providing the support of highly experienced and specialised school improvement and business teams, school leaders are empowered to focus on the standards of teaching and learning, and in meeting the operational and strategic demands of running their schools.



At Mabel Prichard School students learn in one of our three pathway groups of either pre-formal, informal or semi-formal learners, although some class groups are a mixture of two as this makes the best dynamic for the students.

The school uses the Equals curriculum as a base for learning and adapts aspects of this as necessary for each cohort of learners we have. Details of this can be found on the school's website. This curriculum, which is underpinned by detailed assessment processes, guides the learning for all students. The school has excellent links with community partners and its strong focus on pathways to adulthood supports students onto further education and into employment.

The committed team at Mabel Prichard School includes class teachers, teaching assistants, lunchtime supervisors, care assistants, school business manager and admin team, caretaker and cleaning team and safeguarding leads.

The school recognises its success is based on successful partnerships. Most importantly, the school works closely with parents and understands that they know their child best. The wider multi-professional team at Mabel Prichard includes a Special School Nurse, Speech and Language Therapist, Occupational Therapist and Physiotherapist. The school also hosts health clinics through the special school nurse provision.



Higher Level Teaching Assistant

Job Description

INTRODUCTION

To complement the professional work of teachers by taking responsibility for agreed learning activities under supervision. This may involve planning, preparing and delivering learning activities for individuals/groups or short term for whole classes, and monitoring pupils and assessing, recording and reporting on pupils achievement, progress and development.

JOB PURPOSE

To be responsible for the management and development of a specialist area within the school and/or management of other teaching assistants including allocation and monitoring of work, appraisal and training

SUPPORT FOR STUDENTS

- Assess the needs of pupils and use detailed knowledge and specialist skills to support students' learning
- Willingness to work in other phases of the school as required
- In association with the teacher, plan, deliver and support students with relevant interventions to improve specific skills.
- Establish productive working relationships with pupils, acting as a role model and setting high expectations
- Promote the inclusion and acceptance of all pupils within the classroom
- Support students, recognising and responding to their individual needs
- Encourage pupils to interact and work cooperatively with others and engage all pupils in activities
- Promote independence and employ strategies to recognise and reward independence
- Provide feedback to pupils in relation to progress and achievement

SUPPORT FOR TEACHERS

- Organise and manage the appropriate learning environment and resources for students
- Under supervision, plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate
- Monitor and evaluate pupil responses to learning activities using evidence for Learning and the established learning objectives.
- Provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters using Evidence for Learning as a base.
- Record progress and achievement in lessons/activities on Evidence for Learning and use this information to plan next steps in learning.
- Work within the Mabel Prichard School behaviour policy to anticipate and manage behaviour constructively, promoting self control and independence
- Support the role of parents in students' learning and contribute to/lead meetings with parents to provide constructive feedback on student progress/achievement etc.

SUPPORT FOR THE CURRICULUM

- Under supervision, deliver learning activities to students, adjusting activities according to pupil responses/needs.
- Use ICT effectively to support learning activities and develop students' competence and independence in its use.

- Select and prepare resources necessary to lead learning activities, taking account of students' interests, language and cultural backgrounds.

SUPPORT FOR THE SCHOOL

- Comply with and assist with the development of policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the school
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils
- Take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils
- Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others
- Deliver out of school learning activities within guidelines established by the school
- Contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class

LINE MANAGEMENT RESPONSIBILITIES WHERE APPROPRIATE

- Manage other teaching assistants
- Liaise between leaders/teaching staff and teaching assistants
- Hold regular team meetings with any managed staff
- Represent teaching assistants at teaching staff/management/other appropriate meetings
- Undertake recruitment/induction/appraisal/training/mentoring for other teaching assistants

Selection Criteria
Higher Level Teaching Assistant, Mabel Prichard School

	Essential	Desirable
Professional Qualifications	Maths and English GCSE (or equivalent) at grade C or above	A Levels A degree A qualification in education
Experience	<ul style="list-style-type: none"> ● Experience of working with children with complex needs, ASD and medical needs ● Meet Higher Level Teaching Assistant standards or equivalent qualification or experience ● Training in relevant learning strategies e.g. literacy, numeracy, communication approaches etc. ● Specialist skills/training in curriculum or learning area e.g. sign language, PECs, ICT 	
Professional Knowledge & Skills	<ul style="list-style-type: none"> ● An understanding of the barriers to learning faced by students with complex needs. ● Can use ICT effectively to support learning ● Full working knowledge of relevant policies/codes of practice/legislation ● Good understanding of child development and learning processes ● Understanding of statutory frameworks relating to teaching ● Ability to organise, lead and motivate a team ● Constantly improve own practice/knowledge through self-evaluation and learning from others ● Ability to relate well to children and adults ● Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these ● A commitment to safeguarding and health and safety legislation 	
Personal Skills and Qualities	An understanding of or willingness to learn about the barriers to learning faced by students with complex needs	Experience of arranging and monitoring progress in work experience placements Full driving license Able to drive a minibus or willingness to learn