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Teaching Assistant  
Recruitment  
February 2021

# Benton Park Primary School





Dear Applicant

Thank you for your interest in our teaching assistant vacancy.

Benton Park is a larger than average primary school, located on the edge of Heaton, Newcastle upon Tyne; one of seven schools brought together as a foundation trust: the Ouseburn Learning Trust. With over 450 pupils on role, from a diverse range of backgrounds, with a wide range of needs – including specialist provision for deaf children within our HIARC – our school is a vibrant and dynamic place to work. We pride ourselves on our inclusive ethos, ambitious curriculum and high expectations for all pupils. Like all my colleagues, I am very proud to work at Benton Park Primary School; we are a highly dedicated and supportive staff team, that prides itself in offering the very best to our local community.

We are now looking to recruit a dynamic, skilful and empathetic individual to join our pastoral team as a teaching assistant with a focus on delivering specific interventions and 1:1 support to children from across the primary age range. The position will provide the successful candidate with a challenging but varied roll, providing support for some of our most vulnerable children.

A qualified and experienced Level 2 support assistant (or with equivalent qualification and experience) you will have recent experience of working with SEND children in a classroom setting. Likewise, experience of or interest in working with autistic children and pupils with social, emotional and mental health needs, specific learning difficulties would be particularly welcome. You will need to be familiar with the use of individualised visual support strategies; supporting autistic children in a range of learning environments including the delivery of box time activities; experience of supporting pupils with communication and interaction needs using appropriate intervention programmes; experience in delivering specific interventions to support learning in maths, including an understanding of associated assessments.

We hope you are interested to find out more about joining our thriving school.

# hello & welcome

Dominic Martin  
Headteacher





# school ethos & values

try hard, achieve well; attain high.

feel happy; be safe; include everyone.

show respect; be kind; have good manners.

celebrate success; share achievements; strive to improve.

You can read more about our school, including our most recent Ofsted and school performance data, as well as our famous blogs and videos via our school website:

[www.bentonparkblogs.net](http://www.bentonparkblogs.net)



## teaching assistant: the role

Salary: Grade N3: £18,562 - £18,933 per annum, pro rata. Actual salary: £8,364 - £8,531 per annum. 19.5 hours per week

Judged as Outstanding by Ofsted in 2015, we continue to work hard together as a staff team to improve results and ensure our pupils are well prepared for the next stage of their lives.

We are looking to recruit a Teaching Assistant who:

- holds a teaching assistant qualification at Level 2 or equivalent
- can work effectively with others, in both our pastoral & SEND teams
- can take direction from experienced colleagues, while at the same time take initiative and work independently
- has recent experience in a primary aged classroom with SEND pupils
- has experience of or interest in working with autistic children, pupils with social, emotional and mental health needs and specific learning difficulties
- has experience of delivering relevant interventions / support (see job specification)

In return we can offer you:

- the chance to work in an inclusive school with happy, well behaved children who enjoy learning
- opportunities for ongoing professional learning and development
- mentorship and coaching, under the direction of our highly experienced SEND & Pastoral teams
- the support of our dedicated staff team and governors
- established positive relationships with parents and the local community





# teaching assistant: person specification

## Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Application	Essential
1	Experience of supporting autistic children in a learning environment including experience of delivering box time activities and the consistent use of individualised visual support strategies.
2	Experience of working with children with Social, Emotional and Mental Health needs in a learning environment to support emotional wellbeing in both 1:1 and small group contexts.
3	Knowledge of the national curriculum
4	Experience of classroom organisation & its impact upon pupil learning / well-being
5	Level 2 Support Assistant qualification (or equivalent level)
6	Working towards Level 2 Basic Skills (Literacy and Numeracy) or equivalent competency

Application	Desirable
7	Experience of working in KS1 and KS2 settings
8	Experience of supporting pupils with communication and interaction needs using appropriate intervention programmes.
9	Knowledge of curriculum requirements for KS1 and KS2; SEND Code of Practice
10	Experience in delivering specific interventions to support learning in maths, including an understanding of associated assessments.
11	First Aid Training

## Part B: Assessment Stage

The following criteria will be further explored at the assessment stage:

Assessment	Essential
1	Experience of delivering targeted interventions – particularly in Speaking, Phonics, Reading development and Mathematics
2	Able to support pupils with SEND using a range of strategies and interventions such as box time, use of visuals and emotional regulation strategies.
3	Able to empathise with the needs of children and in particular able to establish positive relationships with pupils and support emotional wellbeing.
4	Able to consistently and effectively implement agreed behaviour management strategies.
5	Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs
6	Able to work within and apply all relevant school policies and schemes of work
7	Able to supervise groups of pupils.
8	Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills.
9	Able to undertake routine invigilation and marking
10	Able to work effectively as part of a team
11	Committed to achieving further professional development
12	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: motivation to work with children and young people; ability to form and maintain appropriate relationships and personal boundaries with children and young people; emotional resilience in working with challenging behaviours; attitude to use of authority and maintaining discipline; able to work in partnership with other agencies.
13	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

Assessment	Essential
14	Knowledge of SEN Code of Practice
15	Knowledge of curriculum requirements for KS1 & KS2
16	Experience of working alongside children with specific learning difficulties, autism and social, emotional and behavioural differences.





# application timeline

Interested in applying?

A completed application form and safe recruitment form must be submitted by e-mail to [office@bentonparkprimary.co.uk](mailto:office@bentonparkprimary.co.uk) no later than 3pm on Monday 1<sup>st</sup> March 2021

Shortlisting: Thursday 4<sup>th</sup> March 2021 based on the criteria in Part A of the person specification

Selection process: Thursday 11<sup>th</sup> March 2021 based on the criteria in Part B of the person specification

We are committed to safeguarding and promoting the welfare of all children and expect all staff and volunteers to share this commitment. The appointment of the successful candidate will depend upon a satisfactory enhanced criminal records check from the Disclosure and Barring Service and other recruitment and vetting checks.

