



Regional  
Training Centre



Artsmark  
Gold Award  
Awarded by Arts  
Council England



Teaching Assistant  
Recruitment  
May 2022

# 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 HIARP (Deaf Resource Base) – 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 3 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 working with autistic children and pupils with social, emotional and mental health needs is essential. 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 and have experience of supporting pupils with communication and interaction needs using appropriate intervention programmes.

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

# hello & welcome

Dominic Martin  
Headteacher





# school ethos & values

| try hard, be kind, attain high

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.bentonparkprimary.co.uk](http://www.bentonparkprimary.co.uk)



## teaching assistant: the role with ASD specialism – from September 2022

Salary: Level 3, Grade N4: £19,650 - £20,852 per annum, pro rata. Actual salary: £12,714 - £14,456 per annum. 28-30 hours per week by negotiation on appointment – permanent position.

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 3 or equivalent
- can work effectively with others in a multi-disciplinary team
- has recent experience of working with SEND pupils – we would particularly welcome applicants with ARP or Special School setting experience
- can confidently support children during periods of emotional dysregulation; displaying demand avoidant and sometimes physical behaviours
- can contribute to the development of enabling environments and provision across school
- can take direction from experienced colleagues, while at the same time take initiative and work independently
- can work flexibly – switching between 1:1 and small group interventions

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 pupils and experience in the use of visual support strategies E.g. visual timetables, first/then boards
2	Experience of working with children with Social, Emotional and Mental Health needs
3	Knowledge of the primary national curriculum - specifically experience in making appropriate adaptations to suit needs of autistic pupils
4	Experience of classroom organisation & its impact upon pupil learning / well-being – specifically experience in making appropriate adjustments to meet the needs of autistic learners
5	Level 3 Support Assistant qualification (or equivalent level)
6	Level 2 Basic Skills (Literacy and Numeracy) or equivalent competency

Application	Desirable
7	Experience of working in an ARP / Special School setting
8	Experience of supporting pupils with communication and interaction needs using specific intervention programmes eg. box time activities
9	Knowledge of SEND Code of Practice – especially applicability to pupils with an EHCP
10	Experience in delivering specific academic interventions to support learning in core subject, including an understanding of associated assessments.
11	First Aid Training

Assessment	Essential
1	Experience of delivering targeted interventions
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 – particularly when pupils' behaviour may become dysregulated or display signs of demand avoidance
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.



# 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 6<sup>th</sup> June 2022

Shortlisting: Tuesday 7<sup>th</sup> June based on the criteria in Part A of the person specification

Selection process: Tuesday 14<sup>th</sup> June 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.

