Lunchtime Care Assistant
Central Academy

Recruitment Pack

wiseacademies.co.uk
Borodin Avenue, Sunderland, SR5 4NX

WISE Academies
Recruitment Pack

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Message from the CEO

Dear Candidate,

Thank you for your interest in joining WISE Academies. We are a proud and well-respected multi-academy trust rooted in North East England and spread across five Local Authority areas.

The journey of our Trust has been one of growth, achievement and resilience. WISE Academies has a proud track record of school improvement. We have transformed some of the most challenging schools in the country, who serve highly deprived communities, into strong, flourishing schools. These achievements have been recognised nationally which has established our Trust as a trusted, respected organisation.

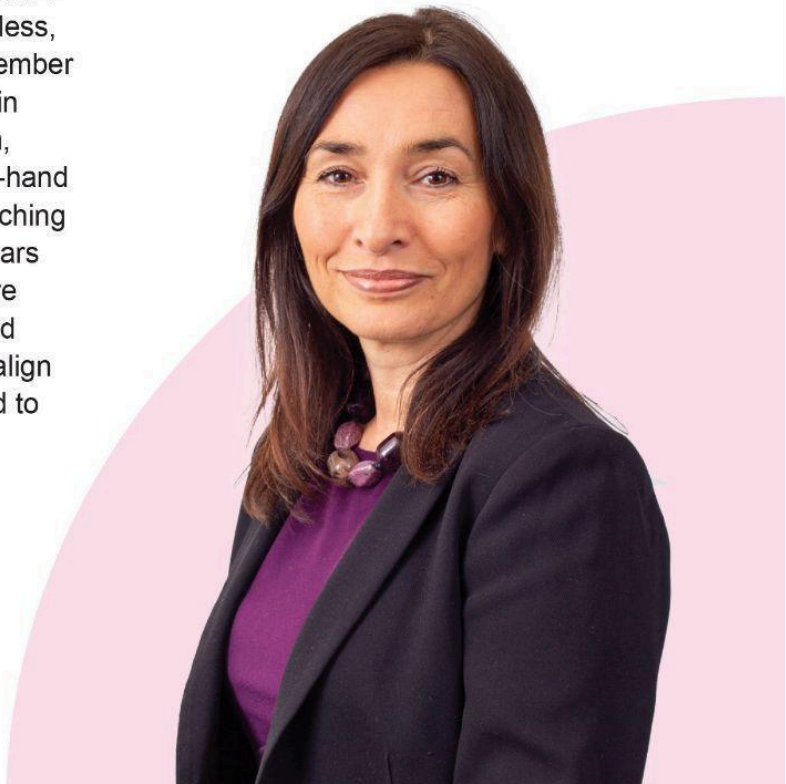
Our mission is simple yet ambitious: to Inspire Success and Excellence in every child. We help build a solid foundation for lifelong growth and instil in each student the belief that they can achieve any goal they set their mind to. Pupils always come first at WISE Academies, and we are committed to building a legacy of high-performing academies that equip every child to confidently take on the challenges of the wider world.

We are more than just a group of schools; we are a family. At WISE, we believe that our Trust is built not just on shared goals, but on the trusting relationships that unite our staff, pupils, parents, governors, and communities. Our team - the WISE Workforce - is at the heart of our success, and we are committed to attracting and supporting dedicated professionals. We invest in meaningful professional development, identify and celebrate talent, and harness the unique strengths of each team member to propel our Trust forward.

As we continue to grow and look to the future, we are never complacent. Our drive to succeed is relentless, and we are committed to providing every staff member with the resources and support needed to thrive in their roles. At WISE Academies, our central team, leaders, teachers and support staff work hand-in-hand to share best practices and drive exceptional teaching and learning. Our Research School and Early Years Stronger Practice Hub ensure our approaches are current and evidence-informed. If you are inspired by the opportunity to make a lasting impact and align with our vision of excellence, we would be thrilled to welcome you to our team.

Warm regards,

Zoe Carr OBE
CEO
WISE Academies



Our Values and Mission

Our values matter to all of us. They underpin the way we work together to provide an excellent education for our pupils. Our values represent the culture we aspire to every day, guiding our judgments, building trust, and helping us to always be 'our best'.

Integrity

We always do what's right and adhere to our moral and ethical principles whilst working honestly with one another.

Partnership

We put everything we have into everything we do and work as one team for the benefit of the communities we serve.

Accountability

We take ownership and responsibility for our work, decisions and actions.

Trust

We are open, transparent and reliable, continuously learning, doing our best to consistently deliver an excellent education for our pupils.

Our Schools

As a family of schools, our vision is simple: We shape children's futures through providing an excellent education. Our schools exist and work hard to inspire each pupil to believe in themselves so they experience great success through our commitment to excellence across their educational journey.

Our schools are located across Newcastle, Northumberland, Sunderland, Durham and South Tyneside. We support our schools as individual schools, as well as providing opportunities for schools to come together and learn from other schools within the Trust.

Eighteen Academies
across the North East

Bothal Academy, Ashington

Central Academy, Ashington

Croftway Academy, Blyth

Malvin's Close Academy, Blyth

Morpeth Road Academy, Blyth

Bexhill Academy, Sunderland

Hasting Hill Academy, Sunderland

North View Academy, Sunderland

Town End Academy, Sunderland

Ashley Academy, South Tyneside

Welbeck Academy, Newcastle upon Tyne

Esh Winning Academy, Durham

St Andrews Academy, Durham

Thornley Academy, Durham

Adderlane Academy, Prudhoe

Prudhoe West Academy, Prudhoe

Haltwhistle Academy, Haltwhistle

Shaftoe Trust Academy, Haydon Bridge

Job Advertisement

Job Details	
Position	**2 x Lunchtime Care Assistant – Permanent**
Location	WISE Academies Central Academy Upper Site, Third Avenue, Ashington, Northumberland, NE63 9BE Central Academy Lower Site, Milburn Road, Ashington, Northumberland, NE63 0AX
Salary	SCP 3 £4,332 per annum (£25,614 FTE)
Hours	7.5 hours per week, Term Time Only (38 weeks)
Vacancy Reference	CENT/301661&302536 - Please quote this vacancy number when referring to the job

We are seeking to appoint a Lunchtime Care Assistant to support children with their social and physical development. This work entails supervising the children during lunchtime whilst eating their lunch, and during play which includes outdoor supervision, ensuring the well-being and safety of pupils, in line with the academy's policies and procedures.

Central Academy (Upper and Lower sites) is a great school in the centre of our vibrant community. With approximately 700 pupils on roll, we proudly serve the fantastic community of Ashington. We are relentlessly focused on ensuring our children succeed academically while celebrating the unique personal milestones that make every child shine. In October 2023 Central Academy was graded 'Good' with outstanding features - EYFS, Leadership and Management, and Behaviour and Attendance - a testament to their strength and relentless focus on doing what is right for their pupils.

The mission of WISE Academies is to provide a high-quality educational community, which offers life-changing opportunities in a safe, creative and exciting environment. All are valued and inspired to flourish and grow as individuals. WISE Academies set high expectations for staff and students in order to meet our mission and raise standards.

We can offer you:

- The opportunity to be part of a dynamic and passionate team, in the Academy and as part of WISE Trust.
- Exceptionally enthusiastic children and families who love WISE Academies.
- Competitive Salary.
- Local Government Pension Scheme.
- 25 days annual leave rising to 28 after 5 years.
- Excellent wellbeing package including GP appointments, physiotherapy, counselling and support networks.
- Excellent training and peer support.
- A creative environment that supports and enhances our vision and inclusive ethos.
- An attractive and well-resourced school in the heart of its community.
- A commitment to managing staff workload and well-being at all times.
- Ongoing commitment to your professional development.

WISE Academies safeguards and protects its students and staff by being committed to respond in accordance with Local Safeguarding Board Procedures.

The Trust is committed to safer recruitment and pre-employment checks will be undertaken before any appointment is confirmed. The post is subject to an Enhanced Disclosure Barring Service clearance. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to a criminal record check from the Disclosure Barring Services.

The Trust is an equal opportunity employer and encourages applications from as diverse a group as possible.

WISE Academies will also consider carrying out an online search for all candidates to help identify any potential issues that are publicly available online.

Applicants must have authorisation to work in the UK.

You can apply online through the North East Jobs Website, go to WISE Academies Jobs and click Apply for 2 x Lunchtime Care Assistant - Permanent - Central Academy*

Please make sure you fill in all sections of the application form.

For further details, please see the supporting documents section of this advert. For any queries, please contact WISE Recruitment Team by telephone 0191 7070125 [option 5] or e-mail recruitment@wiseacademies.co.uk

Please quote the vacancy reference when requesting additional information.

Closing Date:	**12 noon on Monday 26th October 2026**
Shortlisting:	**TBC**
Interviews:	**TBC**

WISE ACADEMIES
We Inspire Success and Excellence

WE SHINE ADVANCED

Job Description: Lunchtime Care Assistant

Guidance Notes

WISE Academies is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job details	
Salary	SCP 3
Reporting to	Headteacher
Job purpose	To assist teaching staff/and or Headteacher with monitoring pupils during lunchtime and to ensure the wellbeing and safety of pupils, in line with the academy's policies and procedures.

Duties and Responsibilities	
	1. Offering care and support throughout lunchtime. 2. Working as a team member under the direction of the teaching staff. 3. Assisting teaching staff with the responsibility of a group of pupils or an area. 4. Setting out crockery/cutlery and preparing a dining area to support the younger children. 5. Assisting in the domestic care and general welfare of pupils in respect of toileting and changing, at meals times, and using specialist equipment where necessary (for which relevant training will be provided if required). 6. Being responsible for the wellbeing and social interaction of the pupils during lunchtime. 7. Promoting high standards by teaching children how to use cutlery correctly and promoting good table manners. 8. Providing an attractive environment by: cleaning seating areas between sittings and ensuring tray units are cleared systematically throughout lunchtime. 9. Promoting good order and high standards of behaviour. 10. Demonstrating flexibility in relation to covering different areas within the school. 11. Assisting in the supervision of other activities during lunchtime including setting out and storing of relevant equipment. 12. Ensuring the safety of all children outside in the Early Years area following lunch. 13. Reporting any accidents and incidents that occur during lunchtime to senior staff in line with academy policies and procedures.

Other Responsibilities	
	1. To work within and encourage the school's Equal Opportunity policy and contribute to diversity policies and programmes in relation to discriminatory behaviour. 2. To promote the safeguarding of children. 3. To carry out the duties and responsibilities of the post, in accordance with the academy's Health and Safety Policy and relevant Health and Safety Guidance and Legislation. 4. To undertake other duties appropriate to the post that may reasonably be required from time to time.

Generic Duties relevant to all members of Staff	
	1. Working with colleagues and other relevant professionals ● Communicate effectively with other staff members, and any key stakeholders ● Collaborate and work with colleagues and other relevant professionals within and beyond the Trust ● Develop effective professional relationships with colleagues **2. Professional development** ● Keep personal knowledge and understanding relevant and up-to-date by reflecting on personal practice, liaising with the line manager and identifying relevant professional development to improve personal effectiveness ● Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the Trust ● Take part in the Trusts appraisal and performance management procedures **3. Personal and professional conduct** ● Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school ● Have proper and professional regard for the ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality ● Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the Trust community ● Respect individual differences and cultural diversity **4. The Trust** The Mission Statement of our Trust is **WE** are a family of schools who exist to **INSPIRE** each pupil to believe in themselves so they experience great **SUCCESS** through our commitment to **EXCELLENCE**. Our philosophy is one of boundless aspiration...the sky is the limit. All staff are expected to be committed to this statement in everything they do It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust's visions and values All staff should act with professional integrity at all times, following the "Code of Conduct"

Your base location will be identified in your offer of employment. However, you may be asked to work at any of the other Schools within the Trust and you should expect to travel between sites as required.

5. Teaching and Learning

This is our core principle and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core principle. This may mean undertaking tasks outside of your area of responsibility where required.

6. Collective Responsibility

At WISE Academies we are one team who, together, all commit to achieving our mission. All staff will be required to mirror our philosophy and take pride in offering a fantastic customer experience to all stakeholders As a WISE Team we always act with **Honesty**, **Integrity** and **Fairness** in everything we do.

7. ICT

- All staff will be expected to utilise ICT and to improve communication and reduce paper use
- Security procedures must be followed when using ICT systems
- All staff are expected to follow the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

8. Health and Safety

- Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust
- In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and healthy environments, including information, training and supervision necessary to accomplish those goals.

9. Safeguarding

- WISE Academies is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by WISE Academies Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

10. Data Protection

- WISE Academies takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach, they must inform the Trust Data Protection officer immediately.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

Person Specification: Lunchtime Care Assistant

CRITERIA	QUALITIES
Qualifications and training	• Minimum requirements are grade 4 (C) in Maths and English • You may also have your first aid certificate or food Hygiene certificate
Knowledge	• Promoting good order and high standards of behaviour • A commitment to ensuring a safe environment for children, a thorough knowledge and understanding of safeguarding procedures
Skills and Competences	• Working as a team member under the direction of the Senior Lunchtime Supervisor • Being responsible for the wellbeing and social interaction of the pupils during lunchtime • Assisting in the domestic care and general welfare of pupils in respect of toileting at meal times • Offering care and support throughout lunchtime • Demonstrating flexibility in relation to covering different areas within the school • Assisting on the supervision of other activities during lunchtime including setting out and storing of relevant equipment • Ensuring the outside and inside areas are left tidy for the afternoon session • Reporting any accidents and incidents that occur during lunchtime to Senior staff in line with academies policies and procedures • Being watchful of any potentially hazardous situations e.g., slippery floors etc. And reporting concerns to the Senior Lunchtime Supervisor • Ability to act in compliance with data protection principles in respecting the privacy of personal information held by the academy • To be able to work cooperatively as part of a team • Enjoy working with children • Patience • Ability to remain calm • Good communication skills • Ability to work as part of a team
Personal qualities	• Commitment to uphold the 7 principles of public life (the Nolan principles) at all times

Notes

This job description may be amended at any time in consultation with the postholder.

Employee Benefits

Access to teachers pension for teaching staff

Access to the Local Government pension for support staff

Generous annual leave, starting at 25 days and increasing to 28 days after 5 years

Flexible work arrangements, appropriate to the role

Employee assistance programme to help with mental health issues or other personal problems

Termly staff recognition awards in every school

Professional development opportunities for all staff: career pathways and professional growth

Wellbeing first: Wellbeing charter, Trust Wellbeing Day, mental health first aiders and carers' leave

Access to Blue Light discount

Staff Testimonials

We are proud to provide opportunities of growth and progression for our staff. We have a committed People team that ensures every employee has opportunities to thrive. We have employee engagement forums and staff recognition systems in place to make sure all members of staff are heard and know they are valued.

Katrina DiGirolami

Trust Early Years Lead

" WISE Academies has been extremely supportive of my career progression in several ways including professional development opportunities to help me to develop my skills and knowledge further. Learning and development is encouraged, prioritised and celebrated across WISE. "

Karina Quinn

Class Teacher Malvins Academy

" I started my journey as a Teaching Assistant with a qualified teacher status with the aim to teach. From the start, I have been mentored by experienced staff, signed up for training to further improve my practice and given opportunities to both tutor small groups and teach in class across the school and I now continue to be supported as I start my role as Class Teacher. "

Lindsay Watson

Trust Business and Projects Officer

" Having worked as a primary school teacher for 10 years, when I made the decision to change my career path and move to an administrative role, I wanted the opportunity to continue working within primary education. WISE Academies has allowed me to progress my career in such a role, drawing upon my teaching experience and utilising existing skills whilst also developing new skills and knowledge as part of the MAT's central team as a Business and Project Officer."

Staff Satisfaction