



SEMH Teaching Assistant

Application Pack

HEADTEACHER WELCOME

Dear applicant,

Thank you for your interest in joining our team at Rossmere Academy.

Rossmere is a welcoming, ambitious and genuinely inclusive school where we are determined to give every child the best possible opportunities in life. We are proud of our specialist provision and our commitment to ensuring that all children experience success, develop their talents and enjoy a rich range of experiences beyond the classroom.

Rossmere is also a fantastic place to work! We have a brilliant team, high staff morale and a strong sense of community. We work hard, support one another and share a genuine commitment to improving children's life chances.

Working in our SEMH provision can be challenging but incredibly rewarding. We are looking for positive, resilient and caring people who believe that every child can succeed with the right support.

I would strongly encourage you to come and look around before applying. Meet our team, see our provision and experience for yourself what makes Rossmere such a special place.

I hope you will want to join us!

Kind regards,

Mrs Caroline Reed
Headteacher



EXTOL TRUST

Thank you for your interest in joining our school and the wider **Extol Trust community**.

At Extol, we are driven by a profound moral imperative to provide an exceptional, inclusive education that allows every child to flourish. To achieve this, **we need exceptional people**.

We are defined by a collaborative culture that deeply values our teams. Through an unwavering focus on continuous professional development, we empower our staff to deliver their best.

We strive for absolute academic excellence while shaping the whole child, equipping them with the character and resilience to thrive.

To explore our core values and vision for the future, please visit **www.extoltrust.co.uk**

Thank you once again for considering a career with us. We look forward to reading your application and wish you the very best of luck throughout the process.

A handwritten signature in blue ink, appearing to read "Craig Nicholson", written in a cursive style.

Mr. Craig Nicholson
Chief Executive Officer



OUR SCHOOL

Rossmere Academy is a large, vibrant and inclusive two-form-entry primary school in Hartlepool. We serve a diverse community with a wide range of needs and backgrounds, and currently 54% of our children are eligible for Pupil Premium funding. We are proud of our proactive approach to inclusion and our determination to give every child the best possible opportunities in life.

Our thriving Early Years provision includes an oversubscribed nursery, 2 year old nursery and full time wrap around childcare. We offer childcare on site from 7.40am to 6pm.

We are fortunate to have an extensive school site, including a sports hall, drama hall, separate dining hall, playgrounds, a large MUGA, playing fields and wildlife areas. Our fabulous purpose-built Forest School, complete with classroom, yurt, pond-dipping area and fire pit, provides wonderful opportunities for outdoor learning and adventure.

Our mainstream classes typically have between 19 and 28 children, with additional staff supporting children with SEND. Teachers work collaboratively in year-group teams, sharing planning, resources and workload. We also have a range of specialist inclusion provisions to meet the needs of children who require a different approach to learning.

Rossmere is a fantastic place to work! We have a supportive, enthusiastic team, high staff morale and a strong sense of community. We work hard, enjoy what we do and share a genuine commitment to improving children's life chances.

Since May 2022, we have been proud members of Extol Trust, benefiting from collaboration and professional development across schools while retaining our own unique Rossmere ethos.

Above all, we believe education should be about much more than academic achievement. Enriching children's experiences, developing their talents and ensuring everyone has the opportunity to succeed are at the heart of everything we do.

We encourage all applicants to explore our website, www.rossmereschool.org.uk, and our social media pages. Better still, come and have a look around!

Be Proud. Be Community. Be Passionate. Be Committed. Be Rossmere.

JOB ADVERT

Teaching Assistant - SEMH

Permanent Contract

Band 6 - 33.5 hours a week (£21,000 - £21,817 actual salary)

Wanted – an amazing teaching assistant!

Are you full of energy, endlessly positive, resilient and passionate about making a real difference to children who need it most? At Rossmere Academy, we are looking for a very special person to join our SEMH Additionally Resourced Provision, supporting a small group of just six children.

For some of our children, this provision really can feel like their last chance to succeed in school. They need someone who won't give up on them, even on their most challenging days. Someone who can see beyond behaviour, build trust, celebrate the smallest successes and help them believe in themselves again.

In return, we can promise you:

- A fantastic, supportive team who look after each other.
- Six wonderful children who deserve every opportunity to succeed.
- An attachment and trauma-aware approach where relationships come first.
- A creative, flexible curriculum with plenty of outdoor learning, exploration and fun.
- Excellent professional development and opportunities to develop your own strengths and interests.
- A role where you really will make a difference, every single day.

We are looking for someone who:

- Has energy, enthusiasm and a great sense of humour! You'll need all three.
- Is resilient. Some days will be tough, but the rewards can be enormous.
- Is relentlessly positive. Someone who can start every day afresh, whatever happened yesterday.
- Doesn't give up on children. You understand that behaviour is communication and that building relationships takes time.
- Is able to undertake the physical aspects of the role, including safe physical intervention, following appropriate training.
- Is creative and resourceful. Whether it's learning through play, exploring the outdoors or finding that one special interest that helps a child engage.
- Is calm under pressure. Someone who can bring reassurance and stability when children are struggling.
- Believes passionately in inclusion. Every child deserves to belong, to achieve and to have adults who believe in them.

This isn't always an easy job. But it could be one of the most rewarding jobs you'll ever do.

If you're someone who brings energy, warmth, determination and a genuine belief that no child is beyond help, we would love to hear from you!

Extol Trust is committed to safeguarding and promoting the welfare of children and young people and will ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people.

- This post is subject to safer recruitment measures and is exempt from the Rehabilitation of Offenders Act 1974 (as amended) and requires an Enhanced check to be made through the Disclosure and Barring Service (DBS).
- As a disability confident employer, we are committed to employing disabled people and people with health conditions making reasonable adjustments to support disabled applicants when required.
- Applicants must have the ability to fulfil all spoken aspects of the role with confidence through the medium of English

Personal information provided on application forms will be retained and used in accordance with the General Data Protection Regulations (GDPR) 2018 and other legislative provisions. Please review our Privacy Policy.

Please email completed application forms to hayley.buckley@rossmereschool.org.uk

Closing Date: 2nd November

Interviews: Friday 6th November

JOB DESCRIPTION

Post Title

Teaching Assistant

Responsible To

Headteacher of the individual school

Overall Purpose

To work under the direction of the Assistant Headteacher for Inclusion to support children within the SEMH ARP, and support their re-integration to mainstream classes.

Responsibility for delivering learning activities to individual children or the whole group.

Supporting the general work of the school as required.

General Professional Duties

- To assist in the preparation of work and other activities for pupils, following direction from a teacher
- Implement planned learning activities and teaching programmes as defined by the teacher adjusting for the needs of individual children
- Work with individual pupils and/or groups of pupils on targets and assisting pupils to meet learning objectives.
- Support pupils in emotional and social well-being, reporting problems to the teacher as appropriate
- Share information concerning pupils with staff by recording on CPOMS anything that needs noting.
- Support independent learning and the inclusion of all pupils
- Support the raising of educational aspiration for all pupils
- Support pupils in their social, emotional and personal development
- Engage positively with all pupils, following the behaviour policy
- Promote high standards of behaviour, employ effective de-escalation strategies and where necessary, use physical intervention to keep a child or adult safe.

Specific Responsibilities

- To de-escalate situations calmly
- To use appropriate physical intervention where necessary to keep children and staff safe
- To play alongside children to develop their social skills
- To lead on an area of curriculum in the ARP, following skills and interests (e.g. sport, Forest School, outdoor education, music)
- To maintain high expectations of behaviour and learning
- To set high standards for the children to follow

General Professional Responsibilities

- To play a full part in the life of the school community and support its ethos, values and aims.
- To uphold Extol Trust ethos and values.
- To contribute to, follow and actively promote the agreed policies of the school.
- To have high expectations and lead by example.
- To contribute to the evaluation and monitoring of the school curriculum and to assist in the process of development and change to ensure the continuing relevance of policies and procedures to the needs of the pupils.
- To work as a member of a team, promote collaboration and to contribute positively to effective working relations within the school and Trust.
- To have and share with colleagues' extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise the learning experience to provide opportunities for all learners to achieve their potential.
- To comply with the schools and Trust's Health and Safety Policy and undertake risk assessments as appropriate.
- To have full regard for the need to safeguard pupils' well-being, in accordance with statutory provisions and Trust policy.
- To engage actively in Professional Development to ensure professional skills are developed and kept up to date.
- To share and support the school's responsibility to provide and monitor opportunities for academic and personal growth.
- To be aware of GDPR principles and follow agreed policies and procedures.

Additional Information

The work of schools changes and develops continuously which in turn requires staff to adapt and adjust. Whilst the main duties and responsibilities of the post are set out above, the job description is not an exhaustive list of tasks and each individual task to be undertaken has not been identified. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with national prescription terms and conditions of employment and/or any relevant school improvement priorities set from time to time. Any major changes will involve discussion and consultation with you.

PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Application	Engaging, well-written, well-structured application.	
Qualifications	- Grade C/4 or above and maths and English at GCSE (or equivalent) - NVQ Level 3 in a related subject (teaching and learning, youth work, care work) or equivalent - Ongoing training on positive behaviour management, trauma informed approach, mental health or other relevant course	- Team Teach qualification - Paediatric or emergency first aid
Experience	- Experience of working with children who may display challenging behaviour - Experience of working in a special school, alternative provision, the care sector or a SEND unit in a mainstream school (or equivalent experience where transferable skills can be demonstrated)	Experience of leading activities or lessons with small groups of children (for example sport, outdoor education, music)
Knowledge and Skills	- Experience of tracking and monitoring children's progress - Ability to relate to a child's trauma and help them to co-regulate - Outstanding behaviour management skills - Demonstrate the ability to create a learning environment which promotes independent learners - Ability to use effectively a variety of skills to talk to children. - Evidence of successful team working - Ability to use own initiative shown through ideas that have been tried out - Excellent communication skills both verbal and in writing - Well developed work ethic shown through previous work - Ability to communicate effectively with a range of people including children - Be an effective role model for pupils by demonstrating positive values, attitudes and behaviour expected from pupils	Experience of working in partnership with other professionals involved in a child's life
Confidential References	Recommendation from both referees	



**Rossmere
Academy**
ENRICHING EDUCATION



THANK YOU

Please click the below links for application form and privacy policy

Application Form



Privacy Policy



Phone
01429 274608



Email
admin@rossmereschool.org.uk



Website
www.rossmereprimary.org.uk

Catcote Road, Hartlepool, TS25 3JL