



Durrington High School are seeking to appoint a

Teaching Assistant



dmat.education

Aspiration Excellence Transformation



Welcome to Durrington High School



Do you want to work and develop your career in a successful and forward-thinking school and Trust who offer a variety of benefits to staff and whose core belief is that all children are entitled to an excellent education? If so, read on, because we want to hear from you.

You may wish to start a career working in schools with an ambition of training to teach and progressing further within our school. Maybe you are a primary teaching assistant looking to develop your skills in secondary school or have relevant experience from a different setting. We are keen to recruit someone who genuinely likes young people, is keen to develop and wants to be part of a great team who are committed to making a difference.

Durrington High School is part of Durrington Multi Academy Trust (DMAT) and is a large and oversubscribed school with 1635 students on roll in years 7 to 11. We genuinely believe in recruiting, retaining and developing the best possible staff to ensure all students achieve beyond their best. Durrington High School has a sustained track record of improvement for many years and we always want to continue getting better. We are immensely proud of our students, staff and school and relentless in our efforts to give our

students the very best education they deserve.

Being a national research school and having our own SCITT (School Centred Initial Teacher Training) means we are offering unparalleled professional development opportunities for all our staff. We have many examples of colleagues who started in a TA role with the school and have been supported to progress; this being into their choice of career route and including into pastoral roles, training to teach and progressing into leadership within our school.

If you feel that you can bring something special to our school and Trust, we want to hear from you now!



Chris Woodcock
Co-Headteacher



Shaun Allison
Co-Headteacher

The Role

Teaching Assistant

Our committed and friendly Student Support team predominantly works within class, under the direction of the teacher. We have moved to a subject system many years ago so Teaching Assistants usually work with one, two or three subjects (depending on size and need), enabling close working relationships and the opportunity to develop subject knowledge.

Experience of working with young people in an educational setting is desirable but we would also welcome applications from graduates who may wish to train to teach in the future. If you have transferable skills and are passionate about education; committed to making a difference and have the know-how and skills to support students with complex needs in bridging their learning gaps; if you are able to balance care and support with challenge, rules and high expectations, we would like to hear from you now!

What can Durrington Multi Academy Trust offer you?

- Opportunities to develop in role and promotion for staff with the zest and desire to progress in their career. This is a role that could eventually lead to a pastoral role in the school or progression into teaching. Successful applicants would be well placed to apply to train to be a teacher with us, with the potential for a part-funded place in our outstanding SCITT.
- The opportunity to apply to become a form tutor and/or undertake additional paid lunchtime duties.
- The opportunity to work with amazing young people and colleagues who are passionate about what they do.
- A happy school; relationships are very strong between staff and students.
- Health, well-being and work-life balance are extremely important to us. All staff are part of a health insurance scheme, have access to a range of support from external agencies and a free flu vaccination. We are always reviewing and seeking to provide additional benefits for staff.
- A fabulous modern and light working environment on a spacious site with on-site parking and rail and bus links close by.

Job Description

Safeguarding Responsibilities

- Demonstrate a commitment to keeping all children and young people safe.
- Report any safeguarding concerns in the workplace to the appropriate person.
- Maintain an awareness of Trust and school policies in relation to safeguarding.

Main Duties

- To implement and uphold school rules and ethos; being an excellent role model for students and providing a high quality service for the school.
- To ensure that students are active participants in their learning and achieve outstanding outcomes.
- To work collaboratively with staff across a range of school-based teams to foster inclusion of students in school life.
- To develop positive working relationships with parents in order to promote students' progress.
- To prepare and share differentiated materials as requested and on your own initiative to support and secure the learning and progress of students.
- To reinforce and promote student targets and have an understanding of what is required of the student(s) to achieve each target.

- To make a positive contribution to the health, safety and well-being of students, regularly communicating and liaising with relevant staff.
- To complete records and reports as required, using the ICT.
- To implement any special examination arrangements as directed.
- To be involved with the school mentoring programme as required.
- To support and enforce all school policies.
- To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager.
- To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace.

Candidate specification

Attributes	Essential	Desirable	How identified
Qualifications	A good knowledge of English and Mathematics, educated to C and above at GCSE level or equivalent. Working knowledge of Google suite, Ms Word and Excel	Knowledge of the National Curriculum and GCSE specifications. Educated to degree level. IT qualifications. Evidence of further professional development	Evidence will be taken from your application, interview and references
Experience	Genuine interest in supporting young people in education.	Experience of working with young people of school age in any capacity but preferably within a school/ education setting.	References
Training	Willing to undertake professional development and share your learning with colleagues	If you do not have a valid First Aid certificate, training will be provided. It is an expectation.	Evidence will be taken from your application, interview and references
Skills and personal qualities	Ability to work under pressure and manage time effectively. Demonstrate robustness and resilience. Proven willingness and capacity for hard work. A personality to merit the respect of students and the ability to effectively engage and encourage them. The ability to develop learning resources to enable students with specific learning needs to access course content and achieve their personal best. Highly motivated, clear thinking and principled Committed to equality of opportunity.	An understanding of student learning needs, how to question students to assess knowledge and progress.	Evidence will be taken from your application, interview and references

Package

Responsible to: Your line manager within the SEND team and Co-Headteachers

Salary Grade: National NJC Staff Grade 4 Scale Point 5, £24,790.00 pro rata

Actual Salary; £18,843.75.

Hours: 32.5 hours per week, 39 weeks a year (inclusive of INSET days)
Hours: 8:30am – 3:30pm Monday to Friday plus calendared school events (i.e. Open Evening) and occasional after school staff meetings which are planned in advance.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task needing to be undertaken may not be identified. The postholder will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified within this job description.

This job description may be amended at any time following discussion with the Headteacher(s), and will be reviewed annually.

Safeguarding

Durrington High School is committed to safeguarding and promoting the welfare of all children and young people. We support all staff and volunteers through regular training and expect everyone working at the school to be proactive and adhere to our Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check and a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

How to Apply

Applicants must complete the application form.

If you have any questions about the role, please email Chris Griffin, Executive Assistant, in the first instance – admin@durring.com

Closing date for applications is 9am, 3rd October.

Interviews will be held on Wednesday 8th October.

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