

# Springwell Lincolnshire Learning Community



## Level 1 Teaching Assistant (Grantham)

Maternity cover (up to a year) with the possibility of a permanent role

### Information Pack

A proud member of the Wellspring Academy Trust



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Dear applicant,

Thank you for your interest in the role of Level 1 Teaching Assistant at the Springwell Alternative Academy Grantham. If you are successful, you will be joining a fantastic team and will be a key part of an exciting project to transform education for children with Social, Emotional and Mental Health needs across Lincolnshire.

At the Springwell Alternative Academy Grantham, you will work as part of a team committed to collaboration, creativity and innovation. We are dedicated to bringing the very best practice and resources to each of our settings. We are dedicated to developing a diverse, relevant and engaging curriculum, delivered through learning experiences built around the individual needs of our children and young people. Your challenge will be to ensure that young people feel valued, understood and their social and emotional needs are met, which allow them to become independent learners.

Springwell Alternative Academy Grantham opened in June 2019 and boasts a fantastic, specially designed building and facilities, all of which support the needs of our learners.

This role of Teaching Assistant is a pivotal role in supporting the learning (academy and personal development) of our young people.

If you are interested in transforming the lives and opportunities of young people with SEMH needs, we will be very interested to hear from you.

Yours sincerely



Phil Willott  
*Executive Principal – South*



## About Springwell Lincolnshire

Springwell Alternative Academy Grantham is one of 4 academies within the Springwell Learning Community Lincolnshire and proud partners of the Wellspring Academy Trust. its aim is to provide a caring, nurturing and developmental environment for young people who are unable to remain in mainstream education.

### Students supported by the school

Springwell Learning Community Lincolnshire has a core purpose to deliver education programmes for vulnerable children and young people, who are not in school for a variety of reasons.

We are responsible for:

- Pupils who are unable to remain in mainstream education
- Children and young people who are at risk of not being able to remain in mainstream education

### Message from the WAT Director of Learning

Our values are fundamental to everything we do. Although we believe in high standards we also understand that we are working in a complex world. We believe in second chances, unconditional positive regard and a culture of nurture and support. With that in mind, we aim to provide the best possible opportunities for all our pupils to develop and thrive in a climate of support, guidance and authentic care.

We also value the support of all our families and believe that if we work in partnership, understand the collective challenges and face them together then we can really make a difference.

Dave Whitaker  
*WAT Director of Learning*  
*Wellspring Academy Trust*



## Why work for Springwell Alternative Academy Grantham?

- Working in alternative provision and/or SEMH gives you a chance to break free from the stifles of mainstream
- Here at Springwell our staff are able to work in a values-driven environment where the personal development and welfare of the children are our core business
- Staff are of the utmost importance to us. With that in mind, training and development is a priority Opportunities exist with The Wellspring Trust to create and develop a meaningful and exciting career
- If you are ambitious then there are opportunities for development at all levels. Some of the greatest teachers in the Wellspring Trust joined us as Teaching Assistants. We have developed Specialist Leaders of Education and behaviour experts who work in our academies but also deliver training and support across the region.
- Leadership development programmes allow aspirant senior leaders to fast-track their careers and are given opportunities and training to aspire to Principal and Executive Principal roles
- We value every student as an individual, showing everyone respect and tolerance
- We want our students to be the very best that they can be – and will try to give them every opportunity to show success

### Some testimonials from staff who have progressed into more senior roles throughout their time here:

*"I started in the position of Pastoral TA for the first year; I have now been promoted to Pastoral Manager. I have achieved this by hard work, good support and guidance given to me, and being committed to my job. My Line manager always gave any support or guidance I needed, she also gave me the confidence and opportunity to take on more responsibility within my job role."*

*"I think I've developed a great deal since I started as a TA in Sept 2016. I'm now half way through my Straight to Teaching program, on the way to becoming a qualified teacher, for which I have been supported greatly by Springwell Lincs."*

*"I began working as SENDCo in May 2017 which took me all over Lincolnshire and into many schools. I quickly settled in to the friendly team at Springwell and straight away was able to 'make that difference' I was hoping to do. Within 5 months I was made Head of Centre and now am responsible for the day to day running of the Centre. I have great support from both my team and line manager and can say that I am extremely proud of the Centre and the children that attend."*



### About Wellspring Academy Trust

Wellspring Academy Trust is a Multi-Academy Trust with a Barnsley-based Head Office. We are a Trust at the cutting edge of educational innovation.

We have:

- Outstanding aspiration.
- A vision to provide children and families with exceptional educational opportunities.

Our Core Principles are:

- Excellence in Teaching and Learning
- Knowledge and skills growth that is celebrated by the community
- Collaboration with all partners in education and the community
- Succession planning within the institution and beyond
- Providing an exceptional school experience for our children

### The Wellspring Trust Team

#### **Mark Wilson**

*CEO, Wellspring Academy Trust*

National Leader of Education (NLE). OFSTED registered inspector. Ex-Executive Head Teacher, London borough of Lewisham (two Outstanding schools, one Good school). Executive Head of Teaching School. Ex-Head Teacher at Robin Hood Primary for nine years and achieving an Outstanding judgement from Ofsted in April 2011. Mark believes in taking a global perspective on school improvement and has visited schools in Germany, South Korea, Italy and Australia to look at practice there.



## **Our Commitment to You**

### **Professional Development**

We believe that outstanding Professional Development underpins outstanding schools. The more members of staff who are enabled and empowered with expert skills and knowledge, the more effective their impact upon learning. We believe in the power of Professional Development. We believe that it can and should be happening every minute of every day. Wellspring Academy Trust has access to a rich seam of Professional Development for all staff through our network of leaders, colleagues and schools, and through the Teaching School.

### **Leaders Professional Development**

Inside every successful school you will find successful leaders. Almost every study of school effectiveness has shown both Primary and Secondary leadership to be the key factor. At Wellspring, we emphasise the importance of ongoing Professional Development for school leaders. We work together as leaders. We share our experiences and expertise. We recognise that we are stronger together.

Our recognition of the pivotal importance of effective leadership means that the Professional Development pathway into Executive Leadership across more than one school is open to you with Wellspring.

### **Safeguarding**

Springwell Alternative Academy Grantham is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to DBS clearance.





## Job Description Level 1 Teaching Assistant

Teacher	
Salary	Grade 3

Job Description
<p><b>Job purpose:</b></p> <ul style="list-style-type: none"> <li>To work with individual/groups of young people who have special or particular needs; often Social, Emotional and Mental Health needs, as directed by the class teacher.</li> <li>To provide support to senior leadership team/whole school, with a range of child centred activities in order to promote child development and learning.</li> </ul>
<p><b>School Related:</b></p> <ul style="list-style-type: none"> <li>Act in accordance with academy policies and procedures and relevant legislation, particularly in relation to child protection and behaviour management; including Team Teach and Restorative Practice</li> <li>Assist with the planning and preparation of activities, and in the delivery of local and national initiatives e.g. literacy and numeracy strategy</li> <li>Participate in the preparation of the classroom</li> <li>Monitor children's needs and reporting these to a designated person</li> <li>Keep records as required by the school</li> <li>Have familiarity with all relevant pupil profiles, risk assessments and positive handling plans</li> </ul> <p><b>Child Related:</b></p> <ul style="list-style-type: none"> <li>Promote development and learning (physical, emotional, educational and social). Foster growth, self-esteem and independence, observe and record development</li> <li>Support those with special educational needs</li> <li>Carry out reasonable daily personal care/hygiene duties and administer basic first aid</li> <li>Assist with the movement of children in and around the school</li> <li>Support the young people when in the moment of crisis, ensuring the safety of the individual, peers and staff is priority</li> <li>Show all the young people 'Unconditional Positive Regard', every single day</li> </ul> <p><b>Supervision of people:</b></p> <ul style="list-style-type: none"> <li>No direct line management responsibilities but is required to occasionally demonstrate duties, give advice and guidance to employees, students or trainees</li> </ul> <p><b>Creativity and Innovation:</b></p> <ul style="list-style-type: none"> <li>Required to be creative when assisting with planning of activities</li> </ul> <p><b>Contacts and Relationships:</b></p> <ul style="list-style-type: none"> <li>Direct contact with children and their parents/carers, other employees at the school. Liaise with other professionals under the supervision/guidance of the teacher</li> </ul> <p><b>Discretion:</b></p> <ul style="list-style-type: none"> <li>The post holder must act in accordance with school policies and procedures and relevant legislation, particularly in relation to child protection and behaviour management</li> </ul>
<p>The post holder may be required to perform duties other than those given above. These may vary from time to time without changing the general level of responsibility.</p>



**Person Specification**  
**Level 1 Teaching Assistant**

Attributes	Essential	Desirable	Evidence
<b>Education and Training Attainments</b>	<ul style="list-style-type: none"> <li>Formal qualifications are not essential for this role</li> </ul>	<ul style="list-style-type: none"> <li>GCSE or equivalent in Maths, English or equivalent level of competency</li> <li>Team Teach certified</li> </ul>	<p>Interview</p> <p>Application</p>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>The ability to communicate effectively with children and adults</li> <li>Be able to empathise with children and work as part of a team</li> <li>Be able to demonstrate 'unconditional positive regard</li> <li>Good oral and written communication skills</li> <li>Ability to work effectively as a team member</li> <li>Versatility, Creativity &amp; Resilience</li> </ul>		<p>Interview</p> <p>Application</p>
<b>General and Special Knowledge</b>		<ul style="list-style-type: none"> <li>Experience of working within an educational setting</li> <li>Experience of working with young people with social, emotional and mental health needs</li> </ul>	<p>Application</p> <p>Certificates</p>
<b>Additional Factors</b>		<ul style="list-style-type: none"> <li>Prepared to travel across multiple sites</li> </ul>	<p>Interview</p> <p>Application</p>

