

Dear Applicant

Thank you for your interest in the position of **Apprentice Specialist Teaching Assistant** at The Thomas Aveling School. Our application pack offers the following information, which we hope will assist you in deciding if you have the right qualities to be a teacher at our school and whether the school is the best place for you to further your development and career.

- Job Advertisement
- Job description
- Background to the school
- Aims and Values
- Our results
- Links to The Thomas Aveling School and the Beyond Schools Trust websites **The Thomas Aveling School - Home** and **Beyond Schools Trust | Kent and Medway | England**
- How to apply: Link to Application Form **Our Vacancies | Beyond Schools Trust**

We look forward to receiving your completed application.

Yours sincerely



Paul Jackson
Headteacher

APPRENTICE SPECIALIST TEACHING ASSISTANT

Full time position - 37 hours per week with 20 days annual leave, plus bank holidays
Salary: Apprenticeship Rate - Currently £4.81 per hr (£9,280 pa) for the first 12 months,
rising to minimum wage for the remainder of the apprenticeship term

START DATE – SEPTEMBER 2022

****ALL TRAINING, EXAM FEES AND TRAVEL COSTS WILL BE FUNDED BY THE SCHOOL****

Are you interested in training to become a Level 3 Teaching Assistant? This is a unique opportunity to join a fully funded 18 to 24 month Apprenticeship Course, which will enable successful candidates to achieve to a Teaching Assistant Level 3 qualification as well as training up to BSL Level 2.

Successful candidates will be employed on a fixed term contract for the period of the apprenticeship and will be allocated **one day a week for training/study time**. In addition, **all exam fees and travel costs will be funded by the school**. Our training provider is East Kent College.

The position will be based at the Hearing Impairment Provision within the SEN department at Thomas Aveling, a successful and oversubscribed mainstream secondary school. You will join a motivated, supportive and friendly team who provide teaching and learning support to students within our provision for hearing impaired students.

Prospective candidates will be keen to gain training and have a passion for enabling students with a hearing impairment to fulfil their potential, as well as being keen to pursue a career in education within the SEND area of school.

Please visit www.thomasaveling.co.uk for the full job description and an application form.

Closing date for applications: Noon on Monday 15th August 2022

*Early applications are encouraged and we reserve the right to close the vacancy early if a suitable candidate is found
Interviews are due to take place shortly after the deadline*

Letters of application, together with completed application form (available on the trust website) giving full details of qualifications and experience to date should be sent to:

Mr P Jackson, Headteacher, Thomas Aveling School,
Arethusa Road, Rochester, Kent, ME1 2UW
or emailed to eelliott@thomasaveling.co.uk

OFSTED – June 2016 said that

“Staff morale and relationships within the school are very positive.” And “ Pupils enjoy school, have a positive attitude to learning and behave well”

97% of staff in a recent Staff Survey said

that they are made to feel welcome at Thomas Aveling and that they are made to feel welcome behaviour in the school is good

The Thomas Aveling School is an Equal Opportunities Employer - committed to safeguarding and promoting the welfare of all students. Any offer of appointment will be subject to satisfactory references and an enhanced DBS check will be required for all successful applicants.

Job Description

Designation:	Apprentice Specialist Teaching Assistant
Department:	Provision for Hearing Impaired Students
Grade:	Apprentice Pay Rates as per current HMRC guidance
Working Hours:	37 hours per week
Responsible to:	Lead Teacher of the Deaf, Provision for Hearing Impaired Students

Purpose

To support the teaching and welfare of children in the provision for deaf students, to attain their academic and personal targets.

Accountability

- 1) Provide learning support for deaf students under the guidance of the Teacher of the Deaf and class teacher, in all curriculum areas and school clubs.
- 2) Start learning British Sign language and pass the relevant exams in order to support students through a Total Communication approach
- 3) Learn to use a Total Communication approach during lessons and support learning through provision of full access to all speech and sounds in classes.
- 4) Develop understanding the child's Education, Health and Care Plan and maximise opportunities to develop learning.
- 5) Support in maintaining clear records of support given with details of progress, achievement and misconceptions.
- 6) Act as 'Key Worker' for identified students, as appropriate involving:
 - Preparing students for meetings, interviews and reviews
 - Contributing at review meetings
 - Acting as 'personal contact' for students
- 7) Learn to appropriately manage children's amplification – Hearing Aids, Radio Aids and Auditory Training Units.
- 8) Work as part of the SEND team, translating school policies into practice and furthering the ethos of the school, including competing admin tasks during half term holidays such as filing, preparing resources, refreshing displays and researching specialist material.
- 9) Provide positive behaviour patterns, raise self-esteem and develop independent thought and working strategies.
- 10) Undertake appropriate training and attend meetings to develop skills as required for an educational setting.

Person Specification

- A good standard of education – minimum 5 GCSE grades at 5+, including English & Maths.
- Ability to work to deadlines.
- Good communication skills and interpersonal relationship.
- Computer literate
- Ability to work effectively as part of a team and under your own initiative.
- Conscientiousness and a willing attitude
- Awareness of the need for confidentiality

Organisation

- The post holder will be line managed by the Lead Teacher of the Deaf.
- The post holder has no direct management responsibilities.
- The postholder will be required to communicate regularly with school staff, students, suppliers and service providers and other external agencies.

Financial Accountabilities

The postholder will have no direct responsibility for any financial resources.

Working Environment

The post will be based in the Hearing Impaired Provision located at The Thomas Aveling School.

This is a 'job description' only and is not necessarily a comprehensive definition of the post. It may be subject to modification and amendment after consultation with the holder of the post.



OUR BACKGROUND

Thomas Aveling is a great place to work and develop yourself further. The support you receive from colleagues is amazing, both formally and informally. There is a great atmosphere in school where everyone shares in the success of others, wants the very best for our students and really does leave no stone unturned in our support for our students and each other. Please see our last two OFSTED inspections for an independent view of what we do at this marvellous school.

The Thomas Aveling School is one of seven secondary-modern schools in the Medway area. We were the first High School in Medway to be allowed to convert to an Academy as a single establishment; this enabled us to spend additional funds on the needs of our school and hence improve achievement faster. We have since merged with another local Academy Trust and are now one of 5 schools in the Beyond Schools Trust. This provides all staff with additional opportunities to mix with colleagues from other schools and take part in cross-Trust initiatives – providing an extra dimension to your development.

Through the selective system, the top 30 percent of potential students are admitted to local Grammar schools through Medway's selective process rather than to the secondary modern schools. Due to our excellent local reputation, we are regularly oversubscribed by a factor of 3 to 4 applications for every place in Year 7.

Our increasing success at Key Stage 4 (Progress 8 always in the top 20% of ALL schools nationally) has resulted in our Sixth Form expanding. Students are able to choose to study over 25 subjects, combining academic and vocational qualifications, this is further extended by our collaboration with the grammar school in our Trust.

Success in Level 3 courses has risen dramatically to 100% pass rate and average grade has risen from a U(!) to a C grade within the last 5 years, though we are now ambitious to crack into the B average! We have our first students applying to Cambridge this year with a very good prospect of being accepted.

The school draws its students from across the whole of the Medway area. The majority live in rented accommodation and the proportion from advantaged backgrounds is much lower than average. This is a school where you really do feel that you make a difference every day!

Please visit our website for a flavour of the soul of Thomas Aveling

OUR AIMS AND VALUES



- To embrace students of all abilities, enabling each one to achieve their very best
- To provide inspirational teaching and learning for the young people at our school within a caring environment
- To reward all achievements
- To offer challenging experiences
- To develop qualities of self-discipline, integrity, respect, honesty, trust and compassion
- To develop an effective partnership with all parents
- To encourage links with, and an understanding of, industry and commerce
- To prepare students for the responsibilities, opportunities and experiences of adult life

OUR RESULTS

Key Stage 4

Students achieving a Grade 4 or above in English and Maths = 58.01 %
 Students making expected progress or better in Maths = 58 % based on 3+ levels
 Students making expected progress or better in English = 54 % based on 3+ levels

Key Stage 4 Results	2021	2020	2019	2018	2017
No. of students entered for exams	181	182	182	176	183
% gaining 5+ 9-4 grades (A*-C)	64.5%	75.8%	62.1%	61%	61.4%
% gaining 5+ 9-4 grades incl En & Ma (A*-C)	53.6%	70.9%	52.8%	53%	50%
% gaining 5+ 9-1 grades (A*-G)	95%	97.8%	98.9%	98.3%	98.9%
% gaining 1 9-1 grade (A*-G)	99.5%	100%	100%	100%	100%

Key Stage 5

YEAR 13 ATTAINMENT	2021	2020	2019	2018	2017
A*-B	48%	36%	25%	25%	63%
A*-C	78%	73%	60%	60%	83%
A*-E	99%	99%	98%	99%	100%
APS – Academic	B- 37.22	C+ 33.25	C- 27.74	C 29	C- 27
APS - Vocational	D 35.69	D 35.12	D 34.5	D- 33	D* 47



HOW TO APPLY

To apply, please complete and forward a School Application Form (available on the Beyond Schools Trust website), together with a supporting statement of no more than two sides of A4, outlining your suitability for the role and stating how your qualifications and previous experience have prepared you for this position.

Your completed application should be returned to:

Mr P Jackson
Headteacher
The Thomas Aveling School
Arethusa Road
ROCHESTER Kent ME1 2UW

Or by e-mail to: eelliott@thomasaveling.co.uk

no later than:

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