



Bannerman Road **COMMUNITY ACADEMY**

Early Years Teaching
Assistant– (Nursery)

INFORMATION FOR CANDIDATES

bannermanroadbristol.org



**Bannerman Road
COMMUNITY
ACADEMY**

Early Years Teaching Assistant (Nursery)

Permanent, part-time (32.5 hours per week) term time only

VTG7 Scale Point 18-21, starting salary £19,655 per annum, pro rata (actual salary £14,767 per annum) + Health Cash Plan and Benefits package

Applications are invited from high quality candidates to join an exciting and committed team at Bannerman Road Community Academy.

We are looking to appoint a positive, hardworking, skilled and ambitious practitioner who wants to make a real difference to children's lives and is ready and able to take on a role teaching our children and working in harmony with staff, families and other key stakeholders.

Candidates for this post should be:

- Passionate about how children learn best with a genuine belief that all children can succeed.
- Able to demonstrate their resilience to cope with the daily challenges that working in a busy, successful inner city school can bring.
- Flexible, with a good sense of humour.
- An innovative practitioner who values and can support positive play and work as a team to resolve conflict.
- A confident professional, keen to share their knowledge and understanding with others.

In addition the successful candidate will have a good understanding of teaching and learning (especially in EYFS) and a willingness to help children realise their academic potential as well as an interest in the wider community that the school serves.

In return we can offer you:

- A genuine opportunity to make a difference where it is needed.
- Well-resourced classrooms, necessary IT equipment and structured administrative support.
- An exciting and vibrant environment, which includes a fabulous outdoor space, in which to work.
- A fantastic community of children, parents and carers who deserve the best.
- To join a wonderful team and have every opportunity to further your professional development and career with an excellent benefit package including; Wellbeing Health Cash Plan, Retail Discounts, ICT Loans, Professional Introduction Incentive plus others.

If you are hardworking, reflective, resilient, and looking to further develop your talents and skills at Bannerman Road Community Academy then we would love to receive an application from you.

We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Closing date: Monday 6th June 2022 at 9.00. Interviews: Week commencing 13th June 2022

Bannerman Road Community Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.



Venturers Trust and our Sponsors



Venturers Trust is a dynamic and focused multi-academy trust based in Bristol, formed in September 2017 through the merger of CGS Trust and Merchants' Academy Trust. The Trust is responsible for eight academies, 3,500 pupils and 700 staff with a commitment to making a significant and lifelong difference to the lives of young people from some of Bristol's most disadvantaged communities.

The Trust is currently made up of five primary schools: Bannerman Road Community Academy, Barton Hill Academy, Fairlawn Primary School, The Dolphin School and The Kingfisher School; the all-age Merchants' Academy; Colston's Girls' School for girls aged 11-16, located alongside its sixth form, V6, for girls and boys; and Venturers' Academy, the first state-funded school in Bristol for students aged 4-16 diagnosed with Autism and with an EHCP. Our academies are happy, vibrant and exciting places to learn and work and are led by a team of talented, morally driven and committed Principals. A recent development is the launch of Venturers Trust institute which puts professional learning and instructional coaching at the heart of what we do.

The Trust is sponsored by the Society of Merchant Venturers and the University of Bristol.

The Society of Merchant Venturers (SMV) is a philanthropic organisation that works with and supports people and communities from the wider Bristol area through education, care for older people, charitable giving and social enterprise. In education, SMV's simple but highly ambitious vision is to transform the life-chances of students from the richly diverse set of schools within Venturers Trust, both during their educational journey and beyond. The Society's expertise in education spans more than four centuries and today, the commitment is practical as well as financial, with many of its members taking active roles in the governance of Venturers Trust and the wide range of schools within the Trust. SMV firmly believes there is nothing more important to the health of our communities than outstanding education and training in life skills for young people.

The University of Bristol ranks as one of the top 10 universities in the United Kingdom. It is actively involved in the governance of our schools. The university offers support in areas such as curriculum development, subject expertise, higher degree and research opportunities for staff at Venturers Trust. It also offers student mentoring and an innovative and inclusive programme for students as part of the university's commitment to widening participation and access to higher education. These activities include extensive support and opportunities for our Sixth Forms including scholarships, preferential offers of grades to gain a place, with the additional possibility of bursaries to support undergraduate degree studies.

Both sponsors seek to ensure that all our young people receive a truly inspiring education. Their hands-on support, challenge and expertise are greatly valued.





Venturers Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits (*for all staff on Venturers Trust contracts and working over 10 contractual hours per week*) include:

WELLBEING HEALTH CASH PLAN - A valuable Health Cash Plan that provides cover for routine healthcare such as dental check ups, eye tests, physiotherapy, and specialist consultations. Benefits for children of employees up to the age of 18 are included free

EMPLOYEE ASSISTANCE PROGRAMME - The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education

TRAINING AND DEVELOPMENT - First class training and development opportunities are provided within the Trust

PROFESSIONAL DEVELOPMENT - At least 5 Professional Learning days per year

BICYCLE PURCHASE LOANS - After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000 through the 'Cycle to Work' scheme

ICT LOANS - A loan repayable over a 2 year period as part of a Salary Sacrifice scheme

RETAIL DISCOUNTS – An extensive range of free goods/services and discounts available to staff

PROFESSIONAL INTRODUCTION INCENTIVE - Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction

Further details of our employee benefits can be found on the Academy website.





Bannerman Road
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Welcome to Bannerman Road Community Academy

Welcome to Bannerman Road Community Academy which is part of Venturers Trust and is an inclusive primary school in Bristol. We share our setting with the Children's Centre, providing education and caring support for our children from 2 to 11 years old. Our two modern buildings in inner city Bristol, Easton are linked by play areas and our developing landscaped areas are used in forest school activities for all children. We celebrate our diverse and multi-lingual community and believe that all pupils are entitled to high quality, engaging and exciting teaching and learning. We have high expectations and challenge everyone to reach his or her full potential.

“BRCA is a vibrant, happy and friendly school located in Easton, Bristol. We are committed to providing an engaging and exciting curriculum which will instill self belief and a love of learning into our children.”

We hope our children will leave our school full of happy memories of their time with us and we look forward to welcoming you.

Lynsey Prewett

Principal





Bannerman Road **COMMUNITY ACADEMY**

Living in Bristol

Bannerman Road Community Academy is located in the city of Bristol very close to the open fields of Bath and North Somerset and easy travelling distance from country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK.

Bristol is the largest city in the South West and the region's leading centre for business, culture and education. It has been the subject of a massive programme of investment and regeneration that has had a major impact on its retail, leisure and business facilities. The city has a long tradition of trade and engineering, and is also home to many of the newer financial services, creative and media industries. It is also close to some of the most beautiful countryside and coastal areas.

Bristol itself is a beautiful, vibrant and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, science and media centres. The narrow winding streets, radiating from the water's edge, reveal elegant parks, squares and stunning architecture. Recently the city celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol's industrial heritage. Bristol is the 8th largest city in the United Kingdom with a population of over 400,000. Built on the confluence of the Rivers Avon and Frome, it has been in existence from well before the time of the Romans.



Job Description



Post: Early Years Teaching Assistant - Level 3

Line Managed by: SLT

Responsible to: SLT

Key Outcomes:

To offer children a safe, secure, caring and supportive environment, providing opportunities to foster their growth and development within the EYFS Department. To lead and plan resource activities and identify children's next steps.

- To work within our Early Years Team, supporting the planning and implementation of activities with individual or groups of children; promoting effective teaching and learning.
- To be part of our Early Years Team that provides a purposeful, stimulating environment rich in learning opportunities, both indoors and outdoors.
- To promote the inclusion of all children.
- To use professional knowledge of the individual and diverse ways that children learn and develop, to meet their differing needs. To establish positive and sensitive relationships with children. To act as a role model and set achievable expectations.
- To be responsible for organising the environment inside and outside to ensure that resources and equipment are available and appropriate to meet the needs of the individual children in the group. These activities will take into account children's abilities interests, language and cultural backgrounds.
- To meet the physical needs of children, encouraging good standards of personal hygiene, whilst promoting independence – including toileting and personal care.
- To plan and resource interventions as required.
- To lead the phonics groups.
- To provide support for the children's emotional and social needs by implementing the principles of the EYFS Department Promoting Positive Behaviour Policy and role modelling high standards in all aspects of their role and personal conduct.
- To encourage children to interact and work co-operatively with others.
- To support the EYFS Department's commitment on safeguarding children in all aspects of the EYFS Department service.
- To undertake any duties set to you by the Management Team that will assist in the day - to-day running of the EYFS Department.
- To support team to monitor and evaluate children's learning through a range of assessment and monitoring strategies.
- To provide objective and accurate feedback and reports for parents and other professionals on children's achievements, progress and related matters.
- To develop positive and sensitive relationships with parents and carers to support their role in children's learning. To provide constructive feedback on children's progress/achievement, on a day-to-day basis or through parent meetings.
- To be proactive in the continuation of your own learning to improve the outcomes for children and their families.
- Maintain confidentiality inside and outside of the workplace.
- To have a clear knowledge of and adhere to all Safeguarding policies and Health and Safety Regulations, Security and Data Protection and report all concerns to an appropriate person.
- To comply and assist with the development of policies and procedures.
- To attend meetings as required and participate in training opportunities and performance development.
- Be aware of and support diversity and ensure all pupils have equal access to opportunities to learn and develop.
- To be accountable for the delivery of the above responsibilities and tasks.

General Accountabilities:

- So far as reasonably practicable, the post holder must promote safe working practices by employees, and in premises/work areas for which the post holder is responsible, to maintain a safe working environment for employees and service users. These are defined in the Health, Safety and Welfare policy, departmental policies and codes of practice.
- Work in compliance with Codes of Conduct, Regulation and policies of Bannerman Road Community Academy and Venturers Trust, and its commitment to equal opportunities.
- Ensure that output and quality of work is of a high standard and complies with current legislation/standards.
- To cover for absent colleagues as requested.
- To undertake other duties that the Principal of the Bannerman Road Community Academy may reasonably request.

Organisation:

- Promoting and safeguarding the welfare of children and young people within the school.
- To ensure all personal data is processed in line with General Data Protection Regulation.
- Comply with and assist the development of policies and procedures relating to all school and Trust policies including Child Protection, Health and Safety, confidentiality and Data Protection, freedom of information and reporting all concerns to the appropriate person.
- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the development and implementation of the overall ethos/work/aims of the school.
- Develop positive relationships and communicate with other agencies/professionals.
- Develop constructive relationships and liaison between managers/teaching staff and associate staff.
- Develop learning relationships with parents/carers

This job description is intended as an outline indicator of general areas of activity and will be amended in light of the changing needs of the Trust and its academies. It is expected that the post holder will be as positive and flexible as possible in using this document as a framework.

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Person Specification



CRITERIA	ESSENTIAL	DESIRABLE	SOURCES OF EVIDENCE
Qualifications	<p>A GCSE grade of C or higher in English and mathematics (or equivalent qualification).</p> <p>A proficiency in improving basic numeracy and literacy with specialist skills in literacy that will enable you to work with targeted individuals.</p> <p>NVQ Level 3 for Teaching Assistants</p>	<p>Professional qualification relative to post i.e.</p> <p>PGCE.</p>	<p>Application</p>
Experience	<p>Good understanding of EYFS curriculum.</p> <p>Ability to observe and assess children's development</p> <p>Experience of working effectively supporting children in a learning environment. Understanding of principles of child development and learning processes and in particular, barriers to learning.</p> <p>Experience of working SEND including ASD and SEMH needs</p> <p>Experience of working with EAL</p>	<p>Experience of relevant learning programmes/strategies/codes of practice.</p> <p>Experience of working with students with English as an Additional Language.</p>	<p>Application</p> <p>Interview</p>
Professional Development	<p>Commitment to continuing personal and professional development.</p>	<p>Evidence of recent professional learning</p>	<p>Application</p> <p>Interview</p>
Knowledge & Understanding	<p>Knowledge of the new EYFS reforms</p> <p>Knowledge of EYs assessment</p> <p>Ability to document findings in appropriate format.</p> <p>Ability to communicate and relate to staff, students and parents alike.</p> <p>Effective use of ICT and technology.</p> <p>Ability to work constructively as part of the TA support team.</p> <p>Ability to understand the complexities involved in working in an EYFS Department</p> <p>Ability to work on own initiative and manage own workload</p> <p>Ability to plan and develop children's learning</p> <p>Ability to plan for provisions and activities</p>	<p>Training in the relevant strategies for literacy and/or curriculum or learning area e.g. bi-lingual, sign language, dyslexia.</p> <p>Training in strategies to support students with English as an Additional Language.</p>	<p>Applicatuon</p> <p>Interview</p> <p>Assessment</p>
Personal Attributes	<p>Flexibility to cope with diverse needs of the role.</p> <p>Resilience to work under pressure.</p> <p>Positive, personable and optimistic.</p>		<p>Application</p> <p>Interview</p> <p>Assessment</p>

HOW TO APPLY



Closing Date for Applications: Monday 6th June 2022 at 9.00.

Interviews: Week commencing 13th June 2022

Please email your application to recruitment@venturerstrust.org

Please note due to the expected volume of applications it may not be possible to acknowledge or respond to all applicants.

SAFER RECRUITMENT IN EDUCATION

Venturers Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

Information for Applicants

All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post, including safeguarding responsibilities.
- A person specification which will include a specific reference to suitability to work with children.
- A Venturers Trust Application form, and all applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children;
- whether the referee has any reservations as to the candidate's suitability to work with children. If so, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require an enhanced DBS. Prohibition and Overseas checks will also be completed if necessary.