

Heswall Primary School Job Advert 2020 Fixed Term SEND Teaching Assistant

An opportunity has arisen to join our teaching and learning team from September 2020. We are looking for a special and experienced person to provide one to one support for one of our children.

Post: Teaching Assistant Level 2. The post is for a Teaching Assistant to work on a one to one basis with a child initially in EYFS. The applicant must hold the appropriate qualifications for Early Years as can be found here:

<https://www.gov.uk/government/publications/eyfs-staffchild-ratios-dfe-approved-qualifications>

Weekly Hours: 4 days per week (Mon-Thurs) - 8.45pm – 3.15pm, 24 hours per week (Half hour unpaid lunch break). The contract is for based on 38 week school year.

Date of commencement: 2.9.2020 End of fixed term: 31.8.2020

We are looking for someone who:

Is fully supportive of the school's positive, nurturing and growth mindset ethos.

Is passionate about education and caring for children.

Has excellent practice and high expectations of children.

Has significant experience of working with children with SEND

Is knowledgeable, reflective and always looking to improve.

Can empathise with young people facing barriers to learning.

Is committed to ensuring all children reach their full potential.

Is positive and enjoys working actively as part of a whole school team.

Can liaise professionally with parents.

Is calm when under pressure.

We can offer:

A welcoming, caring and inclusive school community.

An exciting, innovative learning environment and curriculum.

Enthusiastic children who are well-behaved and show positive attitudes to their learning.

Very supportive staff, governors, parents and school community.

This post is subject to an Enhanced Level DBS check.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All applicants will be considered on the basis of suitability for the post regardless of sex, race or disability

All applicants invited to interview must evidence their right to work in the UK. Details of required documents can be found at the end of this notice.

To apply, please email your letter of application and a completed Wirral Application Form to Mr J Lawrenson via schooloffice@heswall-primary.wirral.sch.uk

Essential and Desirable Criteria can be found in the M23 (attached) and in the L2 Teaching Assistant Job Description (M3) attached.

Heswall Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Closing date for applications: Wednesday 12th August 2020 - Interviews will likely be held from Friday 14th August – The interview is likely to be held using video conferencing e.g. Microsoft Teams or Google Meet. More details will be provided if you are selected for Interview.

Immigration, Asylum and Nationality Act 2006

In accordance with the legal requirements of the Immigration, Asylum & Nationality Act 2006 ("the 2006 Act") (as amended) the Governing Body is under a legal duty to require all members of staff to provide documentary evidence of their entitlement to undertake the position applied for and to ensure that they have an ongoing entitlement to live and work in the UK. These checks need to be carried out for every person the Governing Body employs regardless of race, ethnicity or nationality. Therefore, on conditional offer of employment, and before a successful applicant commences their post, they must provide supporting evidence of their right to live and work in the UK. Generally speaking, the provision of one of the documents listed below will be sufficient proof but applicants are advised to consider the UK Visas and Immigration requirements for preventing illegal working in the UK for a full list of documents that may prove such entitlement which can be found on the Home Office's website.

The most common proof of entitlement documents are:

- (a) A passport showing that the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
- (b) A passport or national identity card showing that the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland.
- (c) A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office to a national of a European Economic Area country or Switzerland.
- (d) A Permanent Residence Card issued by the Home Office to the family member of a national of a European Economic Area country or Switzerland.
- (e) A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
- (f) A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
- (g) A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- (h) An online right to work check demonstrating that the applicant has either pre-settled or settled status.

The above list is non-exhaustive.

IMMIGRATION ACT 2016

Part 7 of the above Act places a legal duty on those recruiting staff to work in public facing roles within the public sector. Public facing roles within the public sector would include leadership teams, teachers, support staff and others employed to work in state schools. The said duty is to ensure that the applicant is fluent in English or Welsh, as applicable.

The government has produced a code of practice to guide employers on how to implement the requirement without breaching the provisions of the Equality Act 2010.¹

It is important not to discriminate on the basis of accents and dialects, as this could amount to discrimination on the grounds of race. Note that there is no requirement to test existing staff who are already employed at the school and the code of practice should be considered when recruiting new applicants.