

Teaching Assistants

The Cavendish High Academy are looking to recruit teaching assistants for both permanent and fixed term positions.

Required: For immediate start or willing to negotiate a start date for the right candidate/s.

Salary Scale: NJC Scale Point 5 - 6

Salary: Min/Max £23,500 - £23,893 pa pro rata

SEN Allowance (dependent upon experience): £1491 pa pro rata

Hours: 36 hours per week, term time only

We encourage you to read our website very carefully and familiarise yourself with the Academy and our latest Ofsted inspection letter (June 2023).What will be clear to you is that Cavendish is an extremely successful 11-19 secondary special school where students and staff are passionate about learning & teaching assistants are very valued professional team members as noted by Ofsted, June 2023

*“Staff work collaboratively. There is* *a strong sense of* *teamwork and they are overwhelmingly positive about working at the school. Staff feel that leaders are considerate of their workload and well-being. They feel highly* *valued and they are encouraged by leaders to study relevant professional qualifications.”*

We are seeking to recruit positive and enthusiastic team members who have the flexibility to work across the Academy with young people who have a range of learning needs. Successful applicants will work in partnership with professional colleagues to create a safe and enjoyable learning environment and deliver highly effective teaching and learning experiences that support our students to progress and achieve their potential.

Along with supporting them in the classroom you will be supporting our students’ personal needs, helping with social, welfare, care and health matters, which may include toileting, dressing, feeding and mobility. Experience of working with young people with special educational needs and behaviours that challenge will be advantageous.

There is an expectation that all our staff will work flexibly across the Academy, as necessary. Our staff need to be adaptable, resilient, and able to research, learn and apply skills and strategies to a diverse population.

You should be able to demonstrate excellent interpersonal skills, good behaviour support skills, be an effective member of a team, be prepared to use your own initiative and be open to lifelong learning.

Do you have the following essential and/or desirable qualities & qualifications?

Essential: resilient with a sense of humour

Essential: creative & adaptable

Essential: the physical and emotional resilience to support young people who sometimes present with behaviours which challenge

Essential: Maths & English GCSE Grade A-C or equivalent

Essential: Level 2 CACHE or NNEB equivalent childcare qualification but with additional relevant qualifications, skills, or experience and willing to train up, with support, to Level 3.

Desirable: Level 3 CACHE or NNEB equivalent childcare qualification

Desirable: Makaton or BSL (British Sign Language) trained

Desirable: A levels or equivalent or a relevant degree (e.g. Psychology)

If so, we would like to hear from you: -

Further details – including an application pack – are available on the school website [www.chs.academy](http://www.chs.academy). Alternatively, you can contact reception@chs.academy or call 01928 561 706.

We welcome pre-application visits so you can find out more about the school. Please call us on 01928 561 706 and ask for a member of the SLT who will be able to arrange a mutually convenient time.

Applications must be returned to the school (reception@chs.academy) by 5pm on Monday 3rd March 2025 with interviews to be held on Tuesday 11th March 2025. Please note if you shortlisted for interview references will be requested prior to interview.

The Cavendish High Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful, you will be required to apply for an Enhanced Disclosure from the Disclosure and Barring Service.