



Community First
Academy Trust

Teaching Assistant Level 2 (TA2)

Application Pack

Community First Academy Trust
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V1 Rose Bridge Academy – July 2018

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Welcome Letter

Dear Applicant

Thank you for your interest in the position of Teaching Assistant Level 2 (TA2) working at Rose Bridge Academy.

Rose Bridge Academy is located in the heart of Ince and they are looking to appoint an outstanding Teaching Assistant who will inspire, challenge and motivate our students to achieve positive outcomes.

We are seeking to appoint:

- Role is ideal for a sincere, caring candidate who wants to give joy and raise standards wherever possible
- Living life with passion and passing this way of living and learning onto as many pupils and staff as possible
- Providing appropriate levels of intervention with regard to incidents of challenging behaviour within a SLD, PMLD, and ASD setting.
- To actively promote inclusive practice within the classroom setting to ensure acceptance of all children.
- Previous experience, personal or within a SEN or mainstream school is of huge benefit
- Committed to sharing good practice.

Community First Academy Trust consists of like-minded individuals and educational establishments who want the best for all pupils, staff, families and communities that we serve.

Our family of academies all work together to strategically deliver long term sustainability through efficiencies and savings that release resources to improve the rate of progress for all students. This will enable us to deliver the excellence in education that our communities deserve, through the sharing of best practice and the delivery of continuous and sustained improvement.

Community First Academy Trust has a proven track record of school improvement and an established track record for producing outstanding results. It is our intention to build on this success by growing our family of high-performing academies with a shared vision and all working towards the same goal.

Our vision is a simple one. We want to provide every child with the outstanding education they deserve and we believe that we can best do this by working together, sharing resources and encouraging excellence as standard. We aim to ensure that every child develops as a confident and competent person with the highest aspirations to be the best they possibly can be.

As we grow, we are delighted to welcome new and experienced employees into the trust each year, as well as the support staff that help our academies to thrive. We hope that you will be inspired to join us on the next stage of our journey to create schools that we can all be proud of.

This is an exciting and very rewarding role and we look forward to receiving your application.

For further information about Community First Academy Trust please visit our website at www.cfat.org.uk

Yours faithfully

Mrs Sue Darbyshire
Chief Executive Officer
Community First Academy Trust



Letter from the Director of HR

Dear Applicant

Thank you for your enquiry in relation to our role of Level 2 Teaching Assistant.

At Community First Academy Trust we are proud of our achievements. Rose Bridge Academy converted to academy status in April 2015 and joined Community First Academy Trust.

As a trust; we run a successful teaching school to provide high-quality training, development and support to new and experienced school staff. <https://westbridgetsa.co.uk/>

We also run a Graduate teacher training scheme (Kingsbridge SCITT) and have an excellent track record recently being recognised by Ofsted as an Outstanding provider of teacher training. <http://www.kingsbridgeip.co.uk/home>

We recognise that our success is dependent on recruiting and developing the best and most talented staff.

We offer a friendly, vibrant working environment with great benefits and opportunities for development and progression for those people prepared to work for it.

What can we offer you?

- A generous annual leave entitlement;
- Access to either the Local Government or the Teacher Pension Schemes;
- Competitive pay, reward and benefits;
- A committed Voluntary Living Wage employer;
- Childcare voucher scheme;
- Trust-wide enrolment to Simply Health with pre-paid cover for a wide range of everyday healthcare treatments;
- Access to a range of Local, National and International career opportunities;
- Additional staff leave benefits to those in place nationally;
- Leading Apprenticeship scheme with a generous starting salary;
- In-house Graduate teacher training scheme with routes into the exciting and rewarding world of teaching at primary and secondary levels;

An application pack is available from the trust website which also contains a wealth of useful information.

This can be found at www.cfat.org.uk This information pack includes the job description and person specification.

Closing date for applications: Monday 20th August at 9:00am

We look forward to receiving your application and thank you for your interest in our academy and this position.

Should you have any questions about our trust or academy please do not hesitate to contact me on 01942 487999.

Yours faithfully

Mr Craig Holden
Director of HR
Community First Academy Trust



ROSE BRIDGE
A C A D E M Y

Teaching Assistant Level 2 (TA2)

We are seeking to appoint an outstanding and committed individual to work as part of our academy. The desired candidate will be hardworking, honest, dependable and self-motivated in order to uphold the ethos, aims and values of the Trust and its family of schools.

| | |
|-------------------------|--|
| Salary: | Grade 3 |
| Start Date: | 1 st September 2018 or asap |
| Contract Type: | Temporary – 12 months in the first instance |
| Working Pattern: | 33 hours per week, term time plus 1 week (39 weeks per year) |
| Closing Date: | Monday 20th August at 9:00am |

We are looking to recruit a teaching assistant who is determined to raise standards across all levels and abilities and further contribute to the progress of our students.

You will join a dedicated team at Rose Bridge Academy who ensure that every student is given the opportunity to achieve their full potential. Our teachers strive to pass on their enthusiasm for teaching and learning and engage students in fun and relevant activities.

You will work under the instruction/guidance of teaching/senior staff to undertake work/care/support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area. You may also be required to supervise groups of pupils undertaking activities in non-teaching situations

This is an excellent opportunity to join a successful, rapidly improving academy with a vibrant, forward thinking philosophy and a positive, friendly atmosphere. We can offer an exciting opportunity to make a real impact in our academy.

In return for your commitment we will offer an inspiring learning environment, a supportive induction programme leading to excellent professional development opportunities and the opportunity to work with dedicated staff and students who value and respect their academy.

Community First Academy Trust is committed to rigorous safeguarding procedures and consistently promoting the welfare of children. All appointments will be subject to satisfactory Enhanced DBS Disclosures.

Vision and Values

About Community First Academy Trust (CFAT)

CFAT was one of the first Multi-Academy Trusts (MAT) in Wigan with plans to become a family of high performing primary and secondary academies, who, by working together will make a significant impact on the life chances of young people in our communities.

The whole purpose of a school is that children come first and everything that is done must reflect this goal. Delivering teaching excellence is our overriding focus. Our family of academies work strategically together to deliver long term sustainability through efficiencies and savings that release resources to improve the rate of progress for all our children. This enables us to deliver the excellence in education that our communities deserve, by the sharing of best practice and the delivery of continuous and sustained improvement.

So far this has developed a strong focus on education whilst not losing sight of the individual child, alongside a range of back office developments that deliver a robust infrastructure for the future. This includes central finance, IT, HR and premises / estates management. Leadership development, succession planning and capacity building are also major priorities for the Trust.

Join CFAT and you will have:

The freedom to help & shape our schools: We believe every academy needs its own individual identity. So unlike other MATs, our Headteachers genuinely have the freedom to shape their school. We believe that this is the only way to truly meet the needs of a community, as being there every day means that they will know it better than anyone else.

A support network second-to-none: We passionately believe in the power of collaborative working and actively promote school-to-school support. This includes accessing support from our strong Teaching School Alliance (Westbridge) who offer a range of high quality professional development opportunities for staff at all levels. In this role, you will also have the support of other Headteachers, not to mention the strength of the wider CFAT group.

Boundless opportunities for career progression: When you deliver and achieve, you will be rewarded for your success – and that could be from leading multiple schools, to additional responsibilities that will impact across CFAT, through to Leadership roles. If you are ambitious, we will help you to succeed with pace.

A great social culture: We know how to enjoy ourselves and have a great team ethos. Conferences, summer parties, fun days and team building activities give you the chance to let your hair down with colleagues and know that your hard work is appreciated.

Our Teaching School (Westbridge Teaching School Alliance) will support the learning and personal / professional development of all staff within our academies, designing and delivering a range of bespoke programmes. Expert practitioners will be used to lead training at all levels from classroom practice level to senior leadership.

Community First Academy Trust staff also have access to CPD, through focused professional development, observation, coaching and support to further develop innovative, creative, and imaginative practice to ensure effective learning, progress and achievement.

Academies / Organisations within the Trust

Primary Schools:

Platt Bridge Community School

Secondary Schools:

Rose Bridge Academy

Other:

Westbridge Teaching Alliance

Kingsbridge Initial Teacher Training (SCITT)

Platt Bridge Start Well & Family Centre

Platt Bridge Community Childcare

About Rose Bridge Academy

Rose Bridge Academy is a 11-16 mixed academy serving Ince and the wider community. We are located close to Wigan town centre with good transport links to the M6 and M61 motorways and Wigan's two rail stations. We are within an hour's commute from Preston, Liverpool and Manchester city centres. We have approximately 680 students on roll. This is rising with Years 7 and 8 being oversubscribed in 2018/19.

At the heart of Rose Bridge Academy are our values of Respect, Believe and Achieve.

These values underpin everything that we do.

RESPECT ourselves, each other and our Academy.

BELIEVE in ourselves, we can do it and we will never give up.

ACHIEVE our very best in all that we do.

At Rose Bridge Academy, we aim to:

- develop well rounded individuals that demonstrate greater resilience, determination and strength of character.
- equip students with the skills required to access increased opportunities and enhance their life chances.
- insist on high expectations and challenge.
- develop an aspirational academy that engages all parents and guardians

Our vision is for every student to enjoy and succeed in the academy regardless of their starting point or background.

Every student is valued and treated as an individual. We are proud of our caring, inclusive ethos where we set high standards and expectations and we encourage and support our students to achieve their very best.

We have a culture in school that promotes student progress and an ethos that focuses on our values of Respect, Believe, Achieve.

All students, regardless of their ability, deserve to be offered the opportunity to achieve their full potential and to this end we offer a curriculum that meets the needs of all. We are a fully inclusive academy and are seen as a model of good practice for inclusion through the recognition we receive for our work with students with SEND within our Small Learning Community.

All departments are well resourced and fully equipped with leading edge technology to provide staff with the tools to enhance teaching and learning and to ensure that the students' experiences at school are varied, exciting and challenging.

Primary transition to secondary school is second to none at Rose Bridge Academy. We ensure the smoothest of starts with meticulous attention to detail and close communication with local primary schools, students and parents. We offer opportunities for primary pupils to visit and experience life at Rose Bridge Academy. Learning Mentors and Heads of Year continue this high level of support once students commence their time here, ensuring that they are settled, happy and confident.

We believe the secret of our success is that we are large enough to offer a rich and diverse curriculum, yet small enough so that every student is well known and cared for as an individual.

We expect the highest standards of performance, behaviour and effort and students are expected to wear full school uniform at all times. We know that our students are well cared for in school. I am sure that you will get a feel for that when you visit or when you talk to our students who are very proud of their school.

For further information about Rose Bridge Academy please visit our website at www.rosebridgeacademy.co.uk

Job Description

Teaching Assistant (Level 2)



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|--|---|
| Job purpose: | NJC LEVEL 2/3 -To work under the instruction/guidance of teaching/senior staff to undertake work/care/support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area. May be required to supervise groups of pupils undertaking activities in non-teaching situations |
| Reporting to: | The Headteacher / SLT Liaison/ Subject Leader |
| Liaising with: | Headteacher, SLT, teachers and support staff, Trust representatives, external agencies and parent/guardians |
| Responsible for - Staff | No line management responsibility |
| Salary: | Grade 3 |
| Working Hours: | 33 hours Term Time only |
| Disclosure level: | Enhanced with Barred list check |
| Main Responsibilities | |
| Support for pupils | |
| <ul style="list-style-type: none"> • Supervise and provide particular support for pupils, including those with special needs, ensuring their safety and access to learning activities • Assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes • Establish constructive relationships with pupils and interact with them according to individual needs • Promote the inclusion and acceptance of all pupils • Encourage pupils to interact with others and engage in activities led by the teacher • Set challenging and demanding expectations and promote self-esteem and independence • Provide feedback to pupils in relation to progress and achievement under guidance of the teacher | |
| Support for teachers | |
| <ul style="list-style-type: none"> • Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans and assist with the display of pupils' work • Use strategies, in liaison with the teacher, to support pupils to achieve learning goals • Assist with the planning of learning activities • Monitor pupils' responses to learning activities and accurately record achievement/progress as directed • Provide detailed and regular feedback to teachers on pupil's achievement, progress, problems etc. • Promote good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour • Establish constructive relationships with parents/carers • Administer routine tests and invigilate exams and undertake routine marking of pupils' work • Provide clerical/administration support e.g. photocopying, typing, filing, money, administer course-work etc. | |
| Support for the curriculum | |
| <ul style="list-style-type: none"> • Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses • Undertake programmes linked to local and national learning strategies e.g. literacy, numeracy, KS3, early years and recording achievement and progress and feeding back to the teacher • Support the use of ICT in learning activities and develop pupils' competence and independence in its use | |

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|---|
| <ul style="list-style-type: none"> • Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use |
| Support for the academy |
| <ul style="list-style-type: none"> • Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop • Contribute to the overall ethos/work/aims of the school • Appreciate and support the role of other professionals • Attend and participate in relevant meetings as required • Participate in training and other learning activities and performance development as required • Assist with the supervision of pupils in non-teaching times, including before and after school and at lunchtime • Accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher |
| All employees have the responsibility to: |
| <ul style="list-style-type: none"> • Ensure any documentation produced is to a high standard and is in line with the brand style • Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person • Participate in training and other learning activities as required • Participate in the school/academy Performance Management process • Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate • To promote the area of responsibility within the school/academy and beyond • To represent the school/academy at events as appropriate • To support and promote the school/academy ethos • To undertake any other duties and responsibilities as required that are covered by the general scope of the post <p>To undertake any other reasonable duties at the request of the Chief Executive & Academy Principal, Academy Director (Secondary) and Headteacher</p> |
| Academy Ethos |
| <ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children. • Play a full part in the life of the academy community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example. • Promote actively the academy's corporate policies. • Comply with the academy's health and safety policy and undertake risk assessments as appropriate. |
| Signatures |
| <p>The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p> <p>This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.</p> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div style="text-align: center;"> <p>Signed</p> <p>(Teacher)</p> <p>Dated</p> </div> <div style="text-align: center;"> <p>Signed</p> <p>(Headteacher)</p> <p>Dated</p> </div> </div> |

Personal Specification

| Selection Criteria | Essential | Source A = Application I = Interview R = References T = Task/Observation |
|--|-----------|--|
| Qualifications | | |
| <p>Essential</p> <ul style="list-style-type: none"> • Good numeracy/literacy skills • Completion of DfES Teacher Assistant Induction Programme • Participate in development and training opportunities • Sound Knowledge of the literacy / numeracy KS3 / Foundation Stage strategies and a good overview of Key Stage relevant curriculum • Sound knowledge of one or more areas of special need (depending on setting) and Code of Practice for SEN • Sound knowledge of the causes and patterns of poor behaviour and strategies to address these • Sound knowledge of how children learn and how to create and maximize learning opportunities. • To be able to work as part of a team and to have good inter-personal relationships • To be qualified to NVQ level 2 or working towards NVQ3 • To have attended significant experience relevant to job and – in the case of those working with particular SEN pupils to have become skilled in dealing with particular areas of special need though attending LEA and other providers of specialist training <p>Desirable</p> <ul style="list-style-type: none"> • Desirable to have a University Degree | ✓ | A |
| Experience | | A |
| <ul style="list-style-type: none"> • Working with or caring for children of relevant age | ✓ | A R |
| <ul style="list-style-type: none"> • Recent experience in raising students' attainment | ✓ | A R I |
| Knowledge and Skills | | |
| <ul style="list-style-type: none"> • Appropriate knowledge of first aid • To be aware of all school policies and procedures • To have some knowledge of NC requirements, especially literacy, numeracy and PSHE • Understanding of relevant policies/codes of practice and awareness of relevant legislation • General understanding of national/foundation stage curriculum and other basic learning programmes/strategies • Basic understanding of child development and learning | ✓ | A R I |
| Skills & Ability | | |
| <p>Essential</p> <ul style="list-style-type: none"> • Use basic technology – computer, video, and photocopier • Ability to relate well to children and adults • Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these • To have supported pupils through intervention programmes(e.g. Toe by Toe/ Better Reading At Secondary/ Accelerated Reader/ Lexia/ Inference training/Springboard/ Mindfulness) • Effective use of ICT to support learning • Ability to self-evaluate learning needs and actively seek learning opportunities <p>Desirable</p> <ul style="list-style-type: none"> • To have supported pupils through intervention programmes (e.g. Toe by Toe/ Better Reading At Secondary/ Accelerated Reader/ Lexia/ Inference training/Springboard/ Mindfulness)" | ✓ | A R |

| | | |
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| Understand the diverse nature of British society and the local community | | A I |
| SEN Work | | |
| <p>TAs appointed to jobs carrying the school based responsibilities must be prepared to carry out duties that include:</p> <ul style="list-style-type: none"> • Dealing with complex behaviour/emotional needs • Dealing with complex physical, care and personal needs, including lifting and handling • Support complex sensory needs • Attend appropriate in service training as required to address the complex needs of the pupils • Communicate with parents/carers and other professionals around complex issues/needs • Be aware that the job may require TAs to work in difficult and challenging conditions arising from anti-social, difficult behaviour or medical conditions | ✓ | I |
| Application | | |
| Accurate completion of the academy application form | ✓ | A |
| Letter which addresses person specification, evidence in letter and application | ✓ | A |
| Technically accurate in terms of spelling, punctuation and grammar | ✓ | A |
| Legally entitled to work in the UK | ✓ | A |

Seven reasons to choose to live and work in Wigan

In October 2017 Wigan was crowned the happiest place in Greater Manchester. Residents scored an average of 7.6 out of 10 on the cheeriness scale, according to the government's most recent wellbeing survey.



Conveniently located between the major cities of Manchester and Liverpool, Wigan is a great place to live and here are just a few reasons why you should make Wigan your home town and place of work.

Great commuter links

At the heart of the motorway network, Wigan has quick and easy access to the M6, M58, M60, M61 and M62 so as a commuter there is no better place to live.

Wigan boasts two rail stations, Wigan North Western and Wigan Wallgate. Our rail links are exceptional with frequent, direct services to London with a travel time of 2 hours. Manchester, Liverpool and Preston can be reached within 30 minutes. These travel times will be further reduced with the arrival of HS2.

Wigan is also well located for both Manchester Airport and John Lennon airport in Liverpool.

Value for money property

With the average house price in Wigan below the national average, houses in the area provide excellent value for money and there are opportunities for shared ownership schemes for those who wish to start their journey on property ladder.

Wigan has excellent housing stock of 142,000 covering a good range of property types and locations. There are also plans to enable the building of 10,000 homes in the next 10 years to ensure that the number of new homes matches demand in the borough.

The local authority has also been public about maintaining their committed to keep their council tax rates as one of the lowest. It is currently the second lowest in Greater Manchester.

Local attractions

Wigan boasts excellent shopping centres, wonderful areas of natural beauty, and an abundance of activities and sports in the area including bowling and roller skating.

The town hosts a number of events throughout the year including a half marathon, Wigan Pride, The Wigan 10K, Christmas markets, Christmas lights switch on and many other town center events including continental markets run throughout the year. Wigan has a vibrant and rich history and has two museums, Trencherfield Mill and the Museum of Wigan Life, meaning it's great for history buffs.

Shopping

Wigan town centre offers a superb shopping experience, major high street stores can be found in the Grand Arcade, this large shopping centre has plenty of high-street favourites.

Wigan also has more than 80 independent shops and restaurants in the numerous Victorian and Georgian arcades including the Galleries. Wigan has had a lot of money invested into its retail areas over recent years and the town centre has had further plans approved for a £60m regeneration project. The redevelopment will see the Galleries shopping centre revived into a modern retail destination including space for a cinema, gym, restaurants and leisure complex.



On the outskirts of Wigan is Robin Park, a sports, leisure and retail complex. Here you will find large retail stores, a cinema and a number of restaurants and eateries. Manchester, Liverpool and the famous Trafford Centre are all also in easy reach.

Workforce and colleagues

With a population of round 323,000 residents Wigan is home to 11.6% of Greater Manchester's total population providing access to a skilled and varied work force.

A recent study by the Office of National Statistics showed that Wigan has a high employment rate (75.4%) which is the 3rd highest in Greater Manchester and is above the UK average. When you live in Wigan there are plenty of jobs and opportunities around.

Wigan's economy grew by 2.4% between 2014-2016, faster than the Greater Manchester (2.1%) and UK (2%) average.

Sport and leisure

70% of Wigan's 77 square miles comprise of open space. Mesnes Park, Worthington Lakes, Fairy Glen and Haigh Woodland Park are perfect spots for those who love the great outdoors. Haigh Country Park and Mesnes Park have recently been the focus of regeneration plans, and areas such as Alexandra Park hold Green Flags for their facilities.

Wigan boasts six leisure centres, four pools and an extreme adventure zone offering a huge range of activities across the borough.

The iconic Wigan Pier is set to be rebranded as the 'Wigan Pier Quarter' over the next 10 years with a new performance venue, shops and community garden.

Activities are in abundance as a result of the beautiful local environment and include golf, fishing, sailing and rambling.

Wigan also boasts world famous sports teams including Wigan Warriors Rugby League Club, Wigan Athletic Football Club, Leigh Centurions and Wigan Cricket Club so there is always plenty of action to watch.

Education



Wigan has a brilliant education network from primary schools right through to further education establishments.

Education in Wigan is something we are very proud of. 89 per cent of primary schools and 88 per cent of secondary schools are rated as good or outstanding. If you want to start a career in education, there are lots of opportunities within schools.

In 2015 our schools were singled out for praise by the head of OFSTED, Sir Michael Wilshaw who highlighted the good work as part of his third annual report. Wigan has consistently excelled in education and has gained a reputation for recruiting and retaining high quality and effective teachers.

Winstanley College has been named in the top ten further education colleges in the country. St John Rigby College has recently been rated as outstanding by Ofsted and Wigan and Leigh College has achieved University Centre status and is able to offer a range of post 16 options including Higher Education. Wigan is also the base for ALRA, a nationally acclaimed drama school and a member of Drama UK.

Wigan is conveniently located for the internationally renowned universities of Manchester and Liverpool. The University of Manchester itself boasts 25 Nobel Prize winners. There are 20 universities within less than a one-hour drive of Greater Manchester, with in excess of 400,000 students.

So if you are thinking of relocating to the Northern Powerhouse... think Wigan and choose Community First Academy Trust.

Pay & Reward at Community First Academy Trust

Community First Academy Trust has outstanding standards of excellence through a highly collaborative and enterprising approach, which helps us meet the high expectations of our students/pupils, their parents, our staff and our communities.



As well as outstanding professional learning and career development opportunities, we offer a highly competitive benefits package.

How to Apply

Application forms can be downloaded from either www.rosebridgeacademy.co.uk or www.cfat.org.uk

Completed applications may be returned via email to recruitment@cfat.org.uk

If you would prefer to submit a paper application form, please return to:

Mr Craig Holden
Director of HR
Community First Academy Trust
t/a Rose Bridge Academy
Holt Street
Ince
Wigan
WN1 3XH

To organise a tour of school please contact Mrs Michelle Johns, on 01942 510712 extension 207.

Short listed candidates will be notified by e-mail of the interview arrangements. Please ensure your correct email address is provided on your application form.

Key Dates:

- **Closing Date: Monday 20th August at 9:00am**

For informal discussions please contact Michelle on 01942 510712 extension 207. All conversations will be treated as confidential.

Relevant Policies:

- CFAT DBS Policy
- CFAT Safer Recruitment Policy
- Child Protection and Safeguarding Policy
- CFAT GDPR Policies

Any offer of employment is subject to a satisfactory enhanced criminal record with barred list through the Disclosure and Barring Service (DBS), medical clearance, references and verification of your qualifications satisfactory to the Trust.

In line with safer recruitment guidelines we will be taking up references in advance of the interview and will take them into account during the interview process.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment and adhere to the Trust's child protection policies and procedures.

Applications from all sections of the community are welcome.

Please note we cannot accept CVs as part of our safer recruitment process.

Unfortunately, we are unable to notify candidates individually if they have not been successful with their application.

To all recruitment agencies: Community First Academy Trust (CFAT) and all its organisations do not accept unsolicited agency CVs. Please do not send unsolicited CVs to any of our job openings or to CFAT employees. CFAT will not be responsible for any fee(s) related to unsolicited CVs and succeeding any job opening or recruitment initiative.