

Opportunities for Teaching Assistants (TAs) within the Pegasus Academy Trust 2016



About The Pegasus Academy Trust

The Pegasus Academy Trust is a Multi Academy Trust (MAT) that is responsible for the running of five schools on six sites, all located within a 15 minute walk of one another in Thornton Heath, Croydon.

We were the first Academy Trust in the primary age range in Croydon, having started our Trust in 2011. We are the biggest employer in the Thornton Heath area with 260 staff who work with 54 classes ranging from pre nursery to Year 6. At the heart of all we do is our commitment to our children and their families.

Why should I join The Pegasus Academy Trust as a Teaching Assistant?

The schools within the Pegasus Academy Trust (PAT) are great places to work and this is evidenced by the fact that a number of our TAs have worked for us for many years. Our staff are passionate about learning and want to make a difference to the lives of London children and help them to overcome any obstacles that stand between them and success. Although many of our TA roles are part time, typically between 25 and 27 hours per week, our existing staff have demonstrated that they are willing to work flexibly to support their year group and our ideal candidates will be willing to do the occasional extended day – for instance to support a trip that arrives back after school hours. You may be interested to know that PAT staff enjoy a range of benefits not always available in schools:

- **Staff priority for primary school & nursery places after you have worked for the Trust for 2 years ;**
- **Free breakfast and after school club care for the children of those who work for the Trust;**
- **Childcare vouchers scheme (salary sacrifice) for childcare costs;**
- **Bike scheme;**

What are we looking for from our TAs?

It goes without saying that during our selection process we are also looking to establish whether you have the right character to join our team. Our mission statement 'Pegasus People' has our key value '**We care**' at its heart and we are looking for those TAs who will go the extra mile for our children and families. If this describes you then you will find yourself in good company at the Pegasus Academy Trust.

Successful applicants will demonstrate the potential to inspire, motivate and challenge pupils. For those who are considering taking a role as a TA for the first time we would counsel that working with children is a rewarding career but not without its challenges. It follows from this that resilience and a 'can do' attitude are key attributes that will be explored during the interview process. Candidates should also be reflective and understand the importance of maintaining a good team dynamic by working positively as a team member. Our experience is that support staff who have a developed sense of empathy are the most effective over time. Our best staff know that their own attitude and conduct while they are at work impacts on their relationships with the children and the other staff they work with and act accordingly.

We coach and challenge our TAs to think about how their questioning, careful modelling of tasks and encouragement might make children believe they can succeed. We also ensure that they are trained in all aspects of child protection and are alert to any circumstances that indicate that a child may not be safe.

All successful applicants will demonstrate proficiency in the use of written and spoken English.

How do we select TAs?

A number of TA vacancies become available each year and these are advertised in the local press, on our website (www.pegasusacademytrust.org/our-schools/job-vacancies) and internally to existing staff.

Candidates are shortlisted in accordance with our person specification. Shortlisted candidates are invited to interview which includes a group teaching activity, an interview and a test of your written and spoken English and maths.

What are the PAT entry requirements?

Qualifications: While there is no requirement to have any particular qualifications to be a TA, GCSEs (or equivalent) in maths and English are desirable.

References: We require two references, usually one from your training institution or place of work and one character reference.

A disclosure and barring (**DBS**) check will be carried out on all successful applicants prior to starting work with the Trust.

How do I apply?

Most applicants come to look around our award winning buildings and learning environments before they apply. We are sure you'll be impressed and these tours can be arranged promptly via e-mail or phone:



recruitment@pegasusacademytrust.org – please mark the subject 'For the attention of Lynne Sampson'



020 8684 3929 – ask for our Executive Headteacher, Lynne Sampson

Following your visit we will be able to advise you about arranging an interview.

Further information

You can also see galleries of photos for each school on our website – www.pegasusacademytrust.org.