



Community First Academy Trust

3x Teaching Assistant Level 2

Application Pack

The successful candidate will support individuals and groups of pupils to enable access to learning, contributing to the development and maintenance of a purposeful, nurturing learning environment in school.

Community First Academy Trust
Rivington Avenue, Platt Bridge, Wigan WN2 5NG
T. 01942 487999 | E. info@cfat.org.uk
www.cfat.org.uk

Required for January 2020
Platt Bridge Community School – November 2019



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Welcome Letter

Dear Applicant

Thank you for your interest in the position of Level 2 - Teaching Assistant at our Primary School in Wigan.

I am pleased that you are considering an application to work within our charitable trust. In doing so you'll be joining an ambitious, vibrant and innovative team.

You'll be joining a team that offers:

- Pupils whose behaviour is excellent and who enjoy learning
- An exciting and caring environment in which to work
- A friendly and supportive staff who have high expectations of what can be achieved
- An ambitious and supportive leadership team with a clear vision for the school
- High quality support and professional opportunities
- A Board of Trustees who are extremely supportive of the sole purpose to attain the highest standard in all areas
- A genuine opportunity to make a difference.

We passionately believe that all pupils should receive the very best education and become well rounded and successful individuals. We are dedicated to raising achievement, transforming learning and creating a truly dynamic 21st Century learning community.

We are seeking to appoint someone who is:

- Ambitious, energetic and enthusiastic
- Committed to sharing good practice
- Committed to raising standards
- Committed to delivering excellence
- Self-motivated, has excellent organisational skills and has personal drive to complete tasks to required timescales.

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

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 pupil develops as a confident and competent person with the highest aspirations to be the best they possibly can be.

Community First Academy Trust has a proven track record of primary school improvement. 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.

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. If you are that individual, with the drive, inspiration and passion for learning and teaching who can work collaboratively with a dynamic Leadership Team to lead us forward into our next chapter, then we would welcome your application.

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 | National Leader of Education | Executive Headteacher
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.

- 2 to work in Lower Key Stage 1 and
- 1 to work in Key Stage 1

At Community First Academy Trust we are proud of our achievements. As a trust; we also run a successful teaching school to provide high-quality training, development and support to new and experienced school staff. www.westbridgetsa.co.uk

We similarly operate a Graduate teacher training scheme (Kingsbridge SCITT) and have an excellent track record of teacher training. www.kingsbridgeteachertraining.co.uk

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

Closing the gap between young people from disadvantaged backgrounds and their peers has always been a core mission of our charitable trust. The key to their futures is a high quality education. We want every child in Wigan to have the best possible education, enabling them to fulfil their potential and decide their own future. We look for motivated support staff who are committed to helping us transform lives and who will share our belief that every child has the potential to do well.

We consequently 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 Scheme;
- 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;

Closing date for applications:

9am on Friday 29th November 2019

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

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

Yours faithfully

Mr Craig Holden
Director of HR
Community First Academy Trust



Community First
Academy Trust

Level 2 Teaching Assistant x 3

We are seeking to appoint three outstanding and committed classroom support worker to work as part of our Trust.

The desired candidate will be hardworking, honest, dependable and self-motivated in order to uphold the ethos, aims and values of the Trust. The successful candidate will work with individual pupils or groups of pupils to enable access to learning, contributing to the development and maintenance of a purposeful, nurturing learning environment.

Salary:	SCP 3 £9.36 per hour plus automatic enrolment into the CFAT Wellbeing Plan
Phase:	2 vacancies are within upper Key Stage 2 & 1 role in Key Stage 1 (MAT Leave)
Start Date:	January 2020
Contract Type:	Temporary in the first instance
Working Pattern:	Monday to Friday 8.45am to 3.45pm with one hour for lunch (30 hours)
Actual Salary:	£11,984.64 actual annual salary based on 42.6640 term time weeks
Closing Date:	9am on Friday 29th November 2019

- ✓ Are you a qualified Level 2 Teaching Assistant?
- ✓ Do you have a passion for supporting children through their learning journey?
- ✓ Do you wish to work in a supportive and ambitious school environment? We are an innovative school where team work is valued and there is a caring, family ethos.

Candidates need to be committed to delivering the best learning opportunities for every child. The main areas of responsibility will be:

- To supervise and provide particular support for identified pupils, in 1:1, group or whole class situations, ensuring their safety and access to learning.
- To assist in the development of appropriate resources, schemes of work and teaching strategies, working with the teacher to ensure the provision supports each identified student's learning needs.
- To assist in evaluating identified pupils' progress through agreed assessment activities.
- To provide detailed and regular feedback to teachers on pupils' achievement, progress and needs.
- To lead small group sessions and interventions as appropriate and as directed by the class teacher.
- To attend to the pupils' personal needs where required, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
- To support with behaviour management, using appropriate strategies in line with school policy.
- To contribute to creating a purposeful and supportive learning environment.
- Undertake structured and agreed learning activities/teaching programmes as appropriate, adjusting activities to ensure achievement of learning goals.
- To assist with the supervision of pupils out of lesson times, including playtimes and undertaking lunchtime duty and after school wrap around duties (after school club) as required.
- To establish good relationships with pupils, acting as a role model and being aware of and responding appropriately to individual needs.
- To promote the inclusion and acceptance of all pupils.
- To be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- To support pupils with their learning and development in respect of local and national strategies as directed by the teacher.
- To encourage pupils to interact with others and engage in activities led by the teacher.
- To set challenging and demanding expectations, promoting self-esteem and independence.
- To prepare the classroom as directed for lessons and clear afterwards and assist with the display of pupils' work.
- To prepare and maintain equipment/resources as directed by the teacher and assist pupils in their use.
- To undertake pupil record keeping as requested.
- To establish and maintain positive relationships with parents/carers, gathering and reporting information as directed.
- To provide clerical/admin support as required e.g. photocopying, typing, filing.
To ensure the effective/efficient deployment of resources as appropriate.
- To attend relevant meetings as required.
- To accompany teaching staff and pupils on visits, trips and off site activities as required.
- To contribute to the School Improvement Plan and its implementation.
- To contribute to the whole school planning activities

Applications are welcome from recently qualified and experienced practitioners. This vacancy is initially for a fixed contract of twelve months as it will be linked to government funding.

What we are looking for:

- All applicants must be knowledgeable about and experienced in implementing current good practice across all areas within the classroom.
- We are looking for people who enjoy teaching and learning and have a desire to contribute to the development of the school under the direction of a class teacher and wider school leadership team.

We are looking for applicants with:

- Classroom practice and experience of working through the primary range;
- Effective communication skills and a commitment to a collaborative team approach;
- Excellent organisational skills;
- Energy, loyalty, passion and integrity;
- An ambition to develop classroom skills and qualities;
- High aspirations for all children, themselves and a desire to raise standards;
- Hold a Level 2 Teaching Assistant qualification.

For a confidential discussion about this post, or more information or to arrange a visit, please contact the school on 01942 487999. We look forward to receiving your application.

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

Please note: academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.

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 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 we do must reflect this goal. Delivering teaching excellence is our overriding focus. We 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. 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) which offers 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. 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, 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.

Job Description

TA Level 2

Job purpose:	To work under the instruction/guidance of senior staff, to undertake 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.
Reporting to:	Class Teachers / Department Leads / SLT
Liaising with:	Pupils, Head of School, SLT, teachers and support staff, Trust representatives, external agencies and parent/guardians
Responsible for - Staff	No line management responsibility
Salary:	SCP 3 £9.36 per hour (actual salary £11,984.65pa based on 30 hours term time)
Working Hours:	30 hours per week working Monday to Friday 8:45 to 15:45 with one hours for lunch.
Disclosure level:	Enhanced with Barred list check

TRUST ETHOS

- Community First Academy Trust believes strongly in sustained engagement and involvement with the local community in order to establish a wider responsibility of delivering academic excellence.
- Our mission is to ensure that every child develops as a confident and competent person with the highest aspirations to be the best they possibly can be.
- Promote the School and Trust by celebrating its success at every opportunity.
- Actively support and implement the Trust's corporate policies relating to safeguarding, equality and diversity, inclusion and health, safety and well-being.

SUPPORT FOR PUPILS

- 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 Support Plans.
- 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

- 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 pupils' achievement, progress and problems.
- 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.
- Provide clerical/admin support, for example; photocopying, basic typing, filing, money, administer coursework.

SUPPORT FOR THE CURRICULUM

- Deliver structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses.
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- Prepare, maintain and use those resources required to meet the relevant learning activity and assist pupils in their use.

SUPPORT FOR THE SCHOOL

- 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 may be reasonably directed.
- Participate in training, other learning activities and performance management as may be reasonably directed.

- Assist with the supervision of pupils out of lesson times, including before and after school as may be reasonably directed.
- Accompany teaching staff and pupils on visits, trips and out of school activities and take responsibility for a group under the supervision of the teacher as may be reasonably directed.

QUALITY ASSURANCE

- Help implement Academy and Trust quality assurance procedures and to adhere to those.
- Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures.
- Review methods of teaching and schemes of work.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy and trust.

PERFORMANCE MANAGEMENT & PROFESSIONAL DEVELOPMENT

- Continue own professional development in the relevant areas.
- Be aware of and comply with policies and procedures relation to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Engage actively with the annual performance management review process, in accordance with the Trust's policy.
- Take a shared responsibility for your own continuing professional development by participating in a range of appropriate professional development opportunities.
- Ensure colleagues receive information and feedback on professional development activities undertaken.

COMMUNICATION AND LIAISON

- Maintain appropriate records and provide relevant accurate and up to date information for MIS, registers etc.
- Complete any relevant documentation to assist in the tracking of pupils.
- Co-operate with others to ensuring sharing and effective usage of resources to benefit the Children, Academy or Trust.

DATA PROTECTION

Our charitable trust may at time hold information about pupils, local residents and employees, amongst others. Everyone who works for or represents the Trust and must protect any form of personal data that they use, and be aware of their obligations under the General Data Protection Regulation (GDPR). The use of personal data must be fair, legal and proportionate. All staff will also undergo mandatory data protection training applicable to their job role.

SIGNATURES

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.

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 salary.

Signed Date:

Personal Specification

Source: A-Application, I-Interview, R-Reference, P-Presentation, T-Task, O-Observation

Candidates failing to meet any of the essential criteria will automatically be excluded

QUALIFICATIONS	Essential	Desirable	Source
NVQ 2 or equivalent qualification or experience in teaching assistance	√		A
Good numeracy/literacy skills.	√		A
Basic First Aid training/training in specific medical procedures.	√		A
EXPERIENCE			
Working with or caring for children of a relevant age and/or learning need	√		A
Experience in classroom support KS2 / KS1		√	A
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING			
Understanding of pupil's educational development	√		A/I
Effective use of ICT to support learning	√		A/I
General understanding of the national curriculum and other basic learning programmes/strategies.		√	A/I
Detailed knowledge of the English and Maths curriculum in schools	√		A/I
School improvement strategies		√	A/I
Local and national policies, priorities and statutory frameworks		√	A/I
Basic understanding of child development and learning		√	O/I
Have a good understanding of positive effective strategies for whole school behaviour management.		√	I
Understands the expectations in the new Ofsted Framework regarding effective learning and teaching, particularly in reading.		√	I
To understand what is involved in the role of the school with regard to safeguarding.	√		A/I
PROFESSIONAL SKILLS AND ABILITIES			
A member of support staff with good ICT knowledge and skills relating to class teaching responsibilities of the post – able to demonstrate the effective use of ICT to enhance the learning and teaching across KS1/KS2.	√		O/I
Must be able to work collaboratively and effectively in a team with the Headteacher, SLT, staff, governors, and parents.	√		A/I
PERSONAL QUALITIES			
Must be able to successfully engage parents in order to encourage their close involvement in the education of their children.	√		A/I
Must enjoy being a good team member with a flexible approach.	√		I

Must have a high level of communication skills both orally and in writing.	√		A/O/I
PERSONAL QUALITIES	Essential	Desirable	Source
To be able to lead by example demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.	√		I
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit.	√		I
To practice equal opportunities in all aspects of the role and around the work place in line with policy.	√		A/O/I
To maintain a personal commitment to professional development linked to the competencies necessary to develop the requirements of the post.	√		I
Understanding of school's role in the community	√		A/I
OTHER REQUIREMENTS			
Application should be completed in full and free from error	√		A
Letter should be clear and concise and relate to specific post. Please do not send a CV.	√		A
CONFIDENTIAL REFERENCE AND REPORTS			
Written reference only	√		R
Confirming professional and personal knowledge, skills and abilities referred to above	√		R
Positive recommendation from current employer/training body	√		R

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.

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 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 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
Platt Bridge Community School
Rivington Ave,
Platt bridge,
Wigan, WN2 5NG

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 9am on Friday 29th November 2019
- Interviews date will be confirmed following shortlisting

Relevant Policies:

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

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.

Please note: academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.