



St Michael's Church of England High School  
*A Church of England Academy*

*Growing in Body, Mind and Spirit*

## Teaching Assistant Level 3: Literacy Intervention Lead



Candidate Information

# Welcome

Thank you for your interest in the position of Teaching Assistant Level 3: Literacy Intervention Lead currently being advertised at St Michael's CE High School, a Church of England Academy.

## Our Vision and Christian Ethos

### ST MICHAEL'S CHURCH OF ENGLAND HIGH SCHOOL

#### A BRIEF SUMMARY OF OUR CHRISTIAN VISION

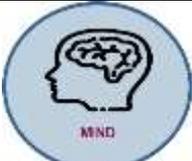
Our motto is **'Therefore choose [life]'** from Deuteronomy.

We understand this to mean growing in **body, mind and spirit**, so that all who learn and work here may **flourish**, experiencing the joy and hope of **'Life in all its fullness'**.

This is further explained in our Mission Statement,

*'As a vibrant learning community  
we choose to serve God,  
pursue excellence  
and celebrate the uniqueness of each individual.'*

We aim to achieve this mission through a Christian learning experience which focuses on opportunities for growth in body, mind and spirit:-

	The safety, happiness and wellbeing of pupils is paramount. At St Michael's it's not just that 'every child matter's' but more crucially, that they know that they matter.
	High expectations and aspirations in all areas of school life create a disciplined and ordered learning environment. Our ambitious, knowledge rich and carefully sequenced curriculum, combined with evidence informed pedagogical approaches, creativity and enthusiasm help to engender a life-long zest for learning and secure excellent pupil outcomes.
	Pupils are supported to find for themselves the person that they aspire to be, the person that God wants them to be and really experience the joy and hope of 'life in all its fullness'. (John 10:10)

We hope that through opportunities to grow in body, mind and spirit our young people and staff will flourish.

As a thriving, oversubscribed Church of England Academy within the Diocese of Blackburn, our values are rooted in the Christian faith. Serving God, pursuing excellence and celebrating the uniqueness of each individual are at the heart of our distinctive ethos. We create and sustain our caring Christian community by encouraging positive supporting relationships based on Christian values and striking a genuine balance between the highest academic standards and opportunities for personal development and spiritual growth.

Worship is at the heart of our school life and is led by various staff, the Christian Youth Worker and/or pupils, with occasional support from local clergy or visitors. The school Chapel Choir (Hughes Tutorial) and the use of The Arts help to create a contemporary vibrant experience. Each day begins with a year group worship, assemblies and school prayers. In addition, we hold Eucharist services in the school chapel throughout the year both at the start of the day and at lunchtimes during Advent and Lent. These services are led by various members of the local clergy who are always willing to support the school.

The chapel in the magnificent Armstrong Centre is also used for staff prayers and reflections. We hope that the school's distinctive Christian ethos shines through in all aspects of our life and work here. Our belief and vision at St Michael's is based on a shared understanding that education is about much more than qualifications and success in pupil outcomes, as essential as they are. Educating for Spiritual growth acknowledges that we should focus on more than the development of a physical body and mind and embrace the opportunity to reach into the heart and soul of our young people too. This growth cannot be measured in league tables or statistics, although academic success might be the visible fruit of this growth.

## Pupil Outcomes

We are a high achieving school committed to the pursuit of academic excellence, with 89.8% of pupils achieving 5 or more standard passes (9-4) including English and Mathematics and 73.5% at grade 9-5 including English and Mathematics in 2024. Attainment 8 is 59.4 and the Progress 8 is 0.59 (provisional).

The school is consistently in the top 10% of non-selective schools nationally for pupil attainment and the top 20% for progress. (SSAT)

Although these high academic standards have been sustained for many years there is no sense of complacency. We are confident that our pupils are provided with a rigorous and productive learning environment where they are both challenged and supported. Pupils who leave St Michael's are confident, articulate, resilient and well prepared for college, university, apprenticeships and their next steps. Details of our curriculum offer is available on the website.

## Personal and Spiritual Development

All staff take responsibility for behaviour and wellbeing around school on a day-to-day basis and model the qualities and Christian values we believe are important for children and adults to flourish.

The school has a unique, highly acclaimed and multi-faceted programme of Personal Development. This includes a Character and Spiritual Education Lesson in Year 7, a planned assembly programme, fully resourced and planned programme of Personal and Spiritual

Development lessons (PSHEE) led by tutors, and a highly acclaimed Curriculum Enrichment Programme in Year 9 which facilitates extensive links with organisations in the local community and provides all of our young people the opportunity to achieve the Duke of Edinburgh Bronze Award.

The school has recently been re accredited with the Holocaust Beacon Award (April 2024) and the RE Quality Mark Gold (2023).

We have numerous pupil leadership roles within school and an active social action committee. Each year group is usually linked to a particular charity. However, for the last two years we have embarked on a whole school project raising over £65,000 for our Zambia '24 Appeal. There is an extensive array of wider-curricular activities. Our biennial school production is always a truly uplifting, inspirational experience and our trophy cabinet is testament to the school's excellent success in numerous sports.

## Staff

The team of staff at St Michael's is exceptional and fully committed to enabling every young person in our community to flourish and embrace the myriad of opportunities available. All staff teach their subject specialism and have been supported in enhancing their practice through research informed pedagogical approaches to learning and teaching. Outstanding care and support is provided to pupils and staff in line with our Christian ethos. The large number of support staff are also an essential part of 'Team St Michael's' in helping to secure our vision and high expectations.

The school provides an excellent professional development programme, combining in-house whole school training, specialised training appropriate to career stage, in addition to external courses and conferences. The school has over 20 staff following various NPQs all with the Church of England. The school really does benefit from the commitment and dedication of its highly skilled staff and leadership team.

I hope the information provided on our website gives you a clear flavour of our ethos, of what to expect at St Michael's and also helps you to prepare for the application process.

I look forward to receiving your application.



Mrs Rachel Rongong  
Headteacher

# The Learning Support Department

At St Michael's, our Christian vision of "growing in body, mind and spirit" and enabling all pupils to flourish and "live life in all its fullness" lies at the heart of everything we do.

A commitment to inclusive education is central to the ethos of St Michael's and we strive to create an environment where every pupil is valued and supported. The school continually seeks to enhance its provision for pupils with additional needs and special educational needs and disabilities (SEND), ensuring that all learners are given the opportunity to thrive.

The Learning Support Department is made up of a team of 10 and currently comprises of the SENDCO, a SEND Support Lead, three TA3 intervention leads and five TA2s who provide in-class and intervention support. The support we provide is focused on helping our pupils to develop independent learning and life skills that prepare them for life after school.

We provide a mix of in-class support and targeted intervention programmes, such as IDL, Lego Therapy, Drawing and Talking Therapy, sensory support, ELSA and various SLCN interventions. Alongside the Learning Support Department, there is a dedicated Wellbeing team that provide ongoing SEMH support.

As is reflected nationally, we are currently supporting an increasing number of pupils with more complex SEND; we have 24 pupils with an EHCP on roll and 92 on the SEND support register. There is a dedicated teaching area and office which is used throughout the day to support pupils who have additional needs or provide a safe space to vulnerable pupils.

The Learning Support team work closely with colleagues throughout the school to ensure that all pupils can flourish. At St Michael's, it is not just 'every child matters' but every child *knowing* that they matter.

Mrs Teresa Wilson  
SENCO

## Letter from the Chair of Governors





Thank you for requesting details for the post of Teaching Assistant at St Michael's Church of England High School.

An extensive range of information about the school is available on the website. However, the governors are proud to emphasise the 'excellent' SIAMS inspection in November 2018, our super Ofsted report, November 2022 and our Holocaust Beacon School status (renewed April 2024). These were achieved by a whole school community approach of teachers, support staff, pupils, parents/carers and governors working together.

The strong academic, sport, and performing arts record is supported by the active Christian ethos apparent throughout the school; providing the opportunity for pupils to grow in body, mind and spirit. Staff focus on continually raising attainment, encouraged by inspiring, experienced, forward-thinking leadership and management.

Thank you for your interest and I look forward to hearing from you.

Yours sincerely  
*Mr C M Metcalfe*  
Chair of Governors



# Letter from the Head Girl and Head Boy

We really appreciate your interest in the role of Teaching Assistant at our school. St Michael's is a fantastic school with exceptionally high standards, allowing pupils to develop both academically, physically, socially and spiritually.

'Team St Michael's' is a phrase used regularly within our school life. The 'team' encompasses parents/carers, pupils, staff and governors, who all work closely together allowing pupils to flourish. This 'team' helps create a strong pupil teacher relationship based on mutual respect and a sense of Koinonia. Exceptional examination results already demonstrate that this is in place.

Christianity is at the heart of all that happens at St Michael's. 'Growing in body, mind and spirit' is the school's philosophy. At St Michael's, pupils' faith in Christianity is developed and encouraged. Each year group has a weekly worship, tutorial worship and prayers every morning and Christian values are embedded within lessons, helping to produce a supportive, compassionate environment.

St Michael's really is a fantastic place to learn. Pupils experience engaging and productive lessons, which challenge and support us.

'Celebrating the uniqueness of each individual' is another key focus, which is already well integrated into school life. We hope the member of staff appointed will be passionate and enthusiastic and willing to go the extra mile to support us in all that we do.

Yours sincerely  
Evelyn and James  
(Head Girl and Head Boy 2025-26)



# Application Process and Information

Teaching Assistant Level 3: Literacy Intervention Lead

**Term time only plus one week (INSET) (30 hours per week or Part Time considered)**

**Level 3:** Grade 6 spine point 11 to spine point 19 £27,269 to £31,067

Pro rata: £19,187 - £21,859

Closing Date for Applications: Monday 7 July 2025

Interviews: Week beginning Monday 7 July 2025

Start Date: September 2025

Applicants are asked to provide a fully completed application form and a supporting letter (no longer than 2 sides of A4 in length in Arial point 12) that clearly sets out how your experience to date prepares you for the advertised post (with reference to the job description and person specification).

Applications should be returned by email to: [vacancies@saint-michaels.lancs.sch.uk](mailto:vacancies@saint-michaels.lancs.sch.uk) by **9.00am on Monday 7 July 2025.**

Applicants will be asked to produce original certificates for all education qualifications stated in the application form prior to the appointment being confirmed. All appropriate safeguarding and attendance at work checks will be requested.





## Person Specification – Teaching Assistant Level 3

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed.

**Note:** Candidates failing to meet any of the essential criteria will automatically be excluded.

### Section A Qualifications, Experience and Professional Development

<b>Training and Qualifications</b>		
5 GCSEs at C or above or equivalent (eg Level 2 qualification), including Maths and English	E	A
Educated to GCE A level or equivalent	D	A
Qualification in relevant children's services e.g. Diploma in Social Work, Level 4 NVQ, Teaching or Youth Work	D	A
Educated to Degree level or equivalent	D	A
<b>Professional Development and Experience</b>		
Experience of working with children/young people of relevant age	E	A/I
Experience of working in a relevant classroom/service environment	D	A/I
Experience of working with children/young people with special educational / emotional needs	D	A/I
Experience of working with vulnerable/challenging young people	D	A/I

### Section B: Professional Knowledge, Skills and Understanding

Ability to relate well to pupils and work as part of a team	E	A/I
Good communication skills	E	A/I
Ability to supervise and assist pupils	E	A/I
Time management and organisational skills	E	A/I
Knowledge of classroom roles and responsibilities	E	A/I
Knowledge of the concept of confidentiality	E	A/I
Administrative skills	E	A/I
Ability to use relevant technology	E	A/I
Flexible attitude to work	E	A/I
Commitment to undertake in-service training	E	A/I
Commitment to safeguarding and protecting the welfare of children and young people	E	
Ability to demonstrate a commitment to the Equal Opportunities policies in practical terms in the context of service delivery, employment issues and commitment to customer care practices	E	I

### Section C Personal Skills and Attributes

Fully supportive of the Christian ethos of the school	E	A/I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
Enhanced DBS Disclosure will be required	E	A/I

Ability to maintain confidentiality and discretion at all times.	E	A/I
Driving licence and car	D	A
Smart appearance in accordance with the school dress code	E	I

## Section D: Confidential References and Reports

Positive and supportive faith reference from the priest/minister where the applicant regularly worships	D	R
Positive recommendation from all referees, including current employer	E	R

### KEY

E = Essential

D = Desirable

A = Application

I = Interview

R = References

The successful candidates will work at times under the direction of the SENCO using their excellent interpersonal skills to support vulnerable or challenging pupils. They will be joining a highly dedicated, committed and effective team in providing excellent learning support for pupils, to help us continue to raise standards, achievement and enhance wellbeing. The ability to deal with sensitive and confidential issues and to relate well to young people, parents and carers and staff are essential for this role.

The role and responsibilities may evolve over time in accordance with the grade of the post. As a vibrant and successful school there are many demands on time, so flexibility and the ability to work under pressure are essential skills for this post; although you will benefit from working alongside supportive colleagues in a well-established associate staff team.

This post will involve occasional evening work in support of school events/meetings such as Parent Consultation Evenings, Open Evening, School Improvement meetings, Pupil Manager meetings.



# Job Description – Teaching Assistant Level 3: Literacy Intervention Lead

**Line Manager: SENDCo**

Our mission statement:

*As a vibrant learning community we choose to  
Serve God  
Pursue Excellence  
and  
Celebrate the uniqueness of each individual*

**We aim to achieve this mission by:**

- providing a learning experience which enables our pupils to flourish and grow in body, mind and spirit
- providing a learning environment which is ordered and disciplined
- encouraging and recognising positive progress, attainment and behaviour both within and beyond the curriculum
- having high aspirations and high expectations from all, confident that everyone can experience success

Responsibilities for this post:

## **Support for Pupils**

- To work collaboratively with the teacher in the planning, development, delivery and evaluation of the effectiveness of the curriculum for pupils and to make adaptations according to the needs of individual pupils
- To plan and implement specific programmes/interventions with individual pupils and groups, appropriate to the developmental needs of those pupils
- To be fully involved in the planning and development of independent social and interpersonal skills and to undertake activities to support the personal, social and emotional needs of pupils
- To assist in the dividing of pupil's individual targets and their monitoring and review
- To support pupils as part of a planned inclusion programme
- To develop positive relationships with pupils and staff to assist pupil progress and attainment
- To monitor and record pupil progress on a regular basis and to prepare reports as required
- To assist in the specific medical/care needs of pupils when specific training has been undertaken

## **Support for Teachers**

- To monitor and record pupil progress and developmental needs
- To assist in pupil supervision and the management of pupil behaviour
- To undertake administrative tasks including the maintenance of records
- To provide ideas, resources and learning strategies for lessons
- To liaise with parents, carers and outside agencies, where appropriate
- To undertake arrangements for out of school learning activities, for example, pupil work experience
- Undertake the marking of pupils' work and recording of achievement
- Administer tests and assist in the invigilation of exams

- Assist in the supervision of pupils on trips/visits

### **Support for School**

- To assist in providing a purposeful, orderly and supportive environment for learning
- To support the promotion of positive relationships with parents, carers and outside agencies
- To work within school policies and procedures
- To attend staff training/meetings as appropriate
- To take care for their own and other people's health and safety
- To liaise with the School's appropriate person with regard to the ordering of supplies and equipment
- Monitor and manage stock, if necessary within an agreed budget, cataloguing resources and undertaking audits as required
- To be aware of the confidential nature of issues related to home/pupil/teacher/school work
- Assist in the supervision and training of other staff
- To undertake cover supervision for whole classes

### **Support for the Curriculum**

- To be familiar with the content of the school curriculum
- To assist in the delivery of appropriate programmes of work
- To support the use of ICT in learning

**Note: In addition, other duties at the same responsibility level may be interchanged with/added to this job description by the Headteacher within the grade range of the post.**

**The applicant will be required to safeguard and promote the welfare of children and young people.**

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.





Therefore, choose

St Michael's C.E. High School  
A Church of England Academy  
Chorley  
Lancashire  
PR7 1RS  
[www.saint-michaels.com](http://www.saint-michaels.com)