



Post: Associate Teacher

Advert & Job Description

Job Title	Associate Teacher
Reporting to:	SENCO
Location:	Nishkam School West London

Contract type:	Full time
Contract term:	Permanent, 40 hours a week, 39 weeks per year.
Salary:	FTE – £24,903 – £27,511
School Size:	1400 pupils at capacity in 2024 (670 in secondary phase)

Do you want to work at an ambitious school with bright, well behaved and engaged learners? Are you interested in helping students to gain a deeper understanding of themselves and the world around them? An exciting opportunity has arisen for a passionate and talented Associate Teacher apprentice to play a key role in shaping our outstanding, multi-faith school. This role would suit an apprentice looking to make their way into teaching or SEN.

Nishkam School West London is a flagship school for our Trust, offering all-through provision on an expansive 11-acre green site. Our students are bright, diligent and well mannered. The school achieved an Attainment 8 score 59.8 and a Progress 8 score of 0.93 in the 2022/23 academic year. Opportunities like these are few and far between and will interest those with creative minds and high aspirations, seeking to inspire a new generation of children through a virtues-led, multi-faith curriculum. The journey will be one of leading your classes to excellence as the school grows to capacity, which will be immensely rewarding for the right individual.

Background: Nishkam School West London is an innovative, state of the art, all-through 4-19 school. Nishkam's outstanding primary school opened in 2013 and the secondary opened in September 2018. The school is part of a highly successful Multi-Academy Trust (5 schools, 2 nurseries; 1 vocational college in Kenya).

"Pupils are proud to attend this aspirational school. Pupils feel valued as individuals within the school community. The behaviour of pupils is exemplary. Pupils enjoy attending the extensive range of clubs and the well-thought-out experiences, trips, and visits. Leaders ensure that all pupils can fully participate in these activities."

"Leaders are relentless in their desire to improve the school. Staff feel that leaders are considerate of their workload and well-being. They are proud to work at this school."

"The school has extremely high expectations for pupils' behaviour. These expectations are modelled by all staff consistently. Disruption to pupils' learning across the school is rare because the curriculum and teaching are thoroughly engaging. As a result, pupils consistently strive to succeed."

"Pupils are taught to be good citizens through exceptional personal development programmes. Pupils learn the value of making a positive contribution to society. They have very positive attitudes towards people with different backgrounds."

Ofsted-January 2024

Our expectations are that you will:

- believe all pupils can and will achieve highly
- build an environment through a virtues-led education that encourages compassion, humility, service; and recognises all humanity as one

- ensure excellence in learning, teaching and achievement in all of your classes within the context of a faith-inspired, virtues-led school
- nurture a culture that cherishes childhood, stimulates the spirit of adventure and ignites a passion for lifelong learning
- develop and maintain the support and active involvement of parents in their children's learning
- build and nurture links within the local community
- contribute to, and maintain the ethos of the Nishkam culture by drawing on best practice across Nishkam Schools, locally and nationally
- work in collaboration with the Senior Leadership Team and teachers in both phases at NSWL.

We will offer you:

- a very warm, welcoming and talented team
- hardworking and dedicated colleagues who are prepared to give selflessly for the benefit of the pupils
- supportive parents, carers and community
- a committed and fully involved Governing Body and Board of Directors
- a state-of-the-art learning environment
- wide-ranging opportunities for professional development
- terms and conditions similar to other academies and schools
- a strong commitment to staff wellbeing.

Nishkam School Trust (NST) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. Any successful applicant will be required to undertake an Enhanced DBS check.

FAQs:

What if I do not know a lot about the Sikh faith?

We are a multi-faith school with a Sikh ethos. Working at NSWL will allow you to have a better understanding of the Sikh faith and its teachings. We have a number of staff that are non-faith and some who have a deep faith. We expect candidates to be comfortable with the idea of faith and to be open to learning from other faiths.

What is the ambition for the school?

We want to provide a caring and nurturing environment for both staff and students whilst also achieving incredible outcomes for our young people. We provide a wealth of enrichment activities for our students, much of this brought in so that it does not add to staff workload. We want to provide a safe space for students to explore their faith and to also learn from other religions. We want to create well rounded selfless citizens. "Seva" or service is a key element of what we do. Students do a huge amount for charities and for others each and every day at this school. We want to show that we can be one of the highest attaining schools in the country with a happy staff and student body.

What do you do for staff-wellbeing?

The single biggest impact on staff workload is lesson planning, delivery and marking. Our ambition is to reduce contact time and teaching time for staff to allow them to plan good quality lessons and provide strong feedback for our students. The majority of our staff are not on their full teaching load allocation. We also have staff wellbeing workshops on our training days (last year staff have Ukulele workshops). We have staff social events including the rather competitive staff Easter Egg hunt! We have well-being breakfast mornings where we provide pastries and coffees for staff. We provide gym membership for our staff.

What is the behaviour like in the school?

Our students are courteous and respectful. Conversations to address poor conduct start with reference to our 45 virtues which the students are well versed in referring too. Where conversations alone do not work, we have robust systems in place to ensure that students are focused and engaged in their learning. Walking around the school site, you will see students in lessons, engaged in their learning and listening to their teachers.

Is there anything else that I should know?

We provide free charging for electrical vehicles owned by our staff. We have 18 charge points on the school site. We also offer free gym membership at Grasshoppers RFC to all staff members.

Job Description:

Duties & Responsibilities	
Support for the Teacher	<ul style="list-style-type: none"> - Work with the teacher to maintain an appropriate learning environment - Work with the teacher in routine lesson planning, evaluating and adjusting lessons/work plans as appropriate - Monitor and evaluate pupils' responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives - Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence. - Be responsible for keeping and updating routine records as agreed with the teacher, contributing to reviews of systems/records as requested - Undertake marking of pupils' work and accurately record achievement/progress - Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour - Liaise sensitively and effectively with parents/carers as agreed with the teacher within your role/responsibility and participate in feedback sessions/meetings with parents with, or as directed - Administer and assess routine tests and invigilate exams/tests - Provide general and routine clerical/administrative support e.g. administer coursework, produce worksheets for agreed activities etc.
Support for the Curriculum	<ul style="list-style-type: none"> - Implement agreed learning activities/teaching programmes, making appropriate adjustments according to pupil responses/needs - Implement local and national learning strategies e.g. literacy, numeracy, KS3, early years and make effective use of opportunities provided by other learning activities to support the development of relevant skills - To provide whole class cover either planned or unplanned in the absence of the class teacher. - Support the use of ICT in learning activities and develop pupils' competence and independence in its use - Help pupils to access learning activities through specialist support - Prepare and maintain general and specialist equipment and resources in line with agreed plans and strategies.
Support for Pupils	<ul style="list-style-type: none"> - Use specialist (curricular/learning) skills/training/experience to support pupils - Assist with the development and implementation of IEPs - Establish productive working relationships with pupils, acting as a role model and setting high expectations - Promote good behaviours in the learning environment by delivering agreed strategies and interventions. - Ensure early intervention for pupils requiring additional support - Promote the inclusion and acceptance of all pupils within the classroom - Support pupils consistently whilst recognising and responding to their individual needs - Encourage pupils to interact and work co-operatively with others and engage all pupils in activities - Promote independence and employ strategies to recognise and reward achievement of self-reliance - Provide feedback to pupils in relation to progress and achievement.
Support for the School	<ul style="list-style-type: none"> - Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person - 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 - Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils - Attend and participate in regular meetings - Participate in training and other learning activities as required - Recognise own strengths and areas of expertise and use these to advise and support others - Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate - Undertake planned supervision of pupils' out of school hours learning activities including being responsible for clubs, workshops and organised external events such as sports competitions etc. - Supervise pupils on visits, trips and out of school activities as required.