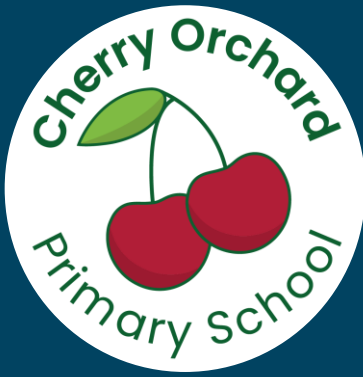
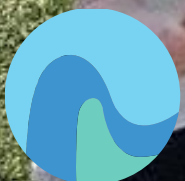




Application Pack

Specialist Teaching Assistant Grade 3
(Hearing Impairment) with iBSL or Signature
level 2 in BSL – Temporary Contract

An extraordinary education for every pupil



The Rivers
C.of E. Academy Trust

Welcome

Our school is committed to serving the needs of our families and the community. We have a friendly and dedicated staff team who strive to ensure the best possible outcomes for all our learners. We are very proud of the talented and hard-working staff who are committed to achieving high standards; whilst providing a caring and nurturing environment.

We strive to encourage initiative within a happy, healthy and safe environment where all achievement is valued and celebrated. We deliver a broad, balanced, and enriching curriculum that promotes challenge and creativity, enabling all pupils to make a positive contribution towards their own and others' learning experience.

Overview

School overview

Cherry Orchard is a large primary school and dedicated pre-school, located in the heart of Worcester City. It has almost 600 pupils, aged between 3 and 11 years, and 88 members of staff.

Established on this site in 1985 (from its original 1883 site just down the road), the school joined The Rivers CofE Academy Trust in 2021.

Ethos

At Cherry Orchard, we believe that every child is capable, and every child should be included. We pride ourselves that our strong, varied curriculum combined with a carefully planned range of experiences delivers an extraordinary education for every child, preparing them for the next phase and their extraordinary futures in our ever-changing world.

Performance

After our latest Ofsted in February 2024, the school was judged as Good with Outstanding Behaviours and Attitudes.

Review score

96% of parents would recommend our school to another parent.

100% of staff would recommend our school to other adults.

'We are amazed at what she has learnt in one half term alone and couldn't be happier with the start of her schooling. Teachers are approachable, friendly and extremely kind and caring.'

'Every interaction with support staff and teachers has been really positive. You have all created a kind, supportive and safe environment for the children to learn.'

'All the teachers are very friendly and polite, making us feel very welcome.'

About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

Our STARS Values



Sharing



Trust



Achievement



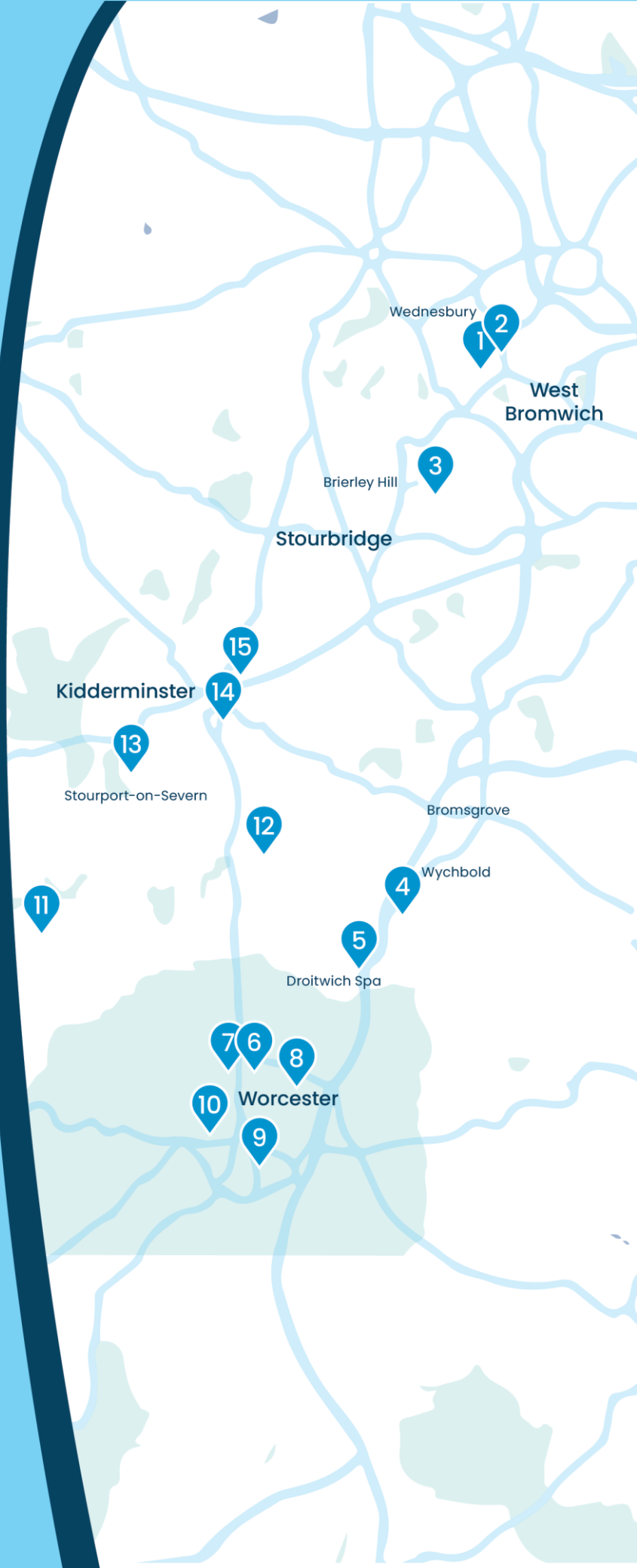
Respect



Safety

Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

www.educationmutual.co.uk/service/healthcare-and-wellbeing/

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

www.lgpsmember.org/

Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- 'Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



About the Role

- Job Title:** Specialist Teaching Assistant TA3 (Hearing Impairment) with iBSL or Signature level 2 in BSL
- Salary:** This position may be offered at TA3 range (SCP 7-17), subject to qualifications and experience. FTE salary range £27,274-£32,046 reduced proportionately for part-time hours. Hourly rate £14.14-£16.61. Actual pro-rata salary £19,787 – £23,249.
- If the successful applicant is working towards Level 2 BSL, TA2 rate will be paid until completion of the course.
- TA2, SCP 5-6, FTE £26,427-£26,847, actual pro-rata salary of £19,172 – £19,477.
- Contract Type:** Temporary contract working 31.25 hours per week, term-time only plus TEDs. Monday-Friday 8.30am-3.15pm with a 30 minute unpaid lunch break.
- This contract is to support the needs of a child who receives High Needs Top-up Funding. Notice may be given if funding is reduced, or when the child leaves the school.
- Reporting To:** Senior Leadership Team
- About:** We have an exciting opportunity to recruit a Teaching Assistant at Cherry Orchard Primary School. The successful applicant will work to support the needs of a child with a hearing impairment.

Job Description

- Enable the deaf child to access the mainstream curriculum and all class activities using British Sign Language within a Total Communication approach.
- Have a sound knowledge and understanding of deafness and its impact.
- Check the functioning of personal amplification daily, trouble shooting and reporting any issues or faults.
- Assist the deaf pupil to develop their communication skills- Deliver targeted individual activities with sign and voice to develop expressive and receptive language skills and follow the 'Steps to Success' framework for developing signed language.
- Support the communication needs of a deaf child by a variety of means and provide support to staff in communicating with the pupil as required. Modify written and spoken language as necessary to facilitate access to the curriculum.
- Use strategies, within the context of teacher led planning, to support the deaf pupil in achieving learning goals and maximising independent communication opportunities with peers and staff.
- Liaise with the Teacher of the Deaf to modify and resource differentiated lessons to ensure effective access for the pupil.
- Report on pupil progress and lesson outcomes to the Class Teacher/ Teacher of the Deaf using agreed formats.
- Participate in annual reviews and parent consultations through written feedback and attendance at meetings as required.
- Attend Sensory Impairment Team training.
- Any other activity which could be reasonably expected of a Teaching Assistant to support the wider needs of the school, under the direction of the Teacher and/or the Head Teacher.

Person Specifications

Qualifications and Experience:

It is **essential** that the post holder has:

iBSL or Signature level 2 in BSL.

(If you are working towards this qualification, please mention this in your application)

Skills and Knowledge:

It is **essential** that the postholder has:

- The ability to use British Sign Language to communicate with a deaf child
- The ability to use their own initiative in effective problem solving.
- Confidence to present and model best practice using BSL to support the inclusion of the deaf child.
- The ability to enable the independence of the deaf child and the development of their self-esteem.

Personal Qualities:

- Ability to work as part of a team
 - Has the enthusiasm and the ability to inspire children and colleagues
 - Has a commitment to continued professional development
 - Highly motivated and organized and has high expectations of self and others – and the desire to make a difference.
- 
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How to Apply

Application forms are available to download here: [Cherry Orchard Primary School – Current Vacancies](#)

Please email completed application forms to office-co@riverscofe.co.uk by Monday 28th September at 9am.

Shortlisted applicants will be notified by Wednesday 30th September. Interviews will be held week commencing Monday 5th October 2026.

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.

Get in Touch

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E: office-co@riverscofe.co.uk

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