



# Hayward's Primary School

*Could you be a Hayward's Hero?*





## WELCOME!

I am delighted to introduce myself as Andy Smith, the headteacher of Hayward's Primary School. I work closely with my two Assistant Headteachers, Clare Bedford and Kat Seller, and the whole school team, to make sure that Hayward's is the best place for children to come to every day.





In the following pack, we hope to do the following:

- Share some background information about our school
- Provide a description of the role with an indication of the types of skills and attributes we're looking for
- Provide information about how to apply for the role.

If you have any questions at all, please don't hesitate to contact:

[kbrett@haywards.devon.sch.uk](mailto:kbrett@haywards.devon.sch.uk)

Kind regards,

Andy, Clare, Kat, Kirsty (Senior Leadership Team)



# Hayward's Primary School

## KS1 1:1 TA





## Hayward's Primary School: JOB ADVERT

### KS1 1:1 Teaching Assistant – Hayward's Primary School

**11.25 hours per week | Fixed Term while the child remains at our school | NJC grade C | Start Date: September 2026**

**Every afternoon - 1.15-3.30**

Hayward's is a caring, inclusive and values-driven primary school where children come first. We are looking for a Teaching Assistant who shares our deep belief that every child deserves to feel safe, valued and supported to achieve their best. If you are someone with a growth mindset, compassion at your core and a genuine love of working with others, we would be delighted to hear from you.



## About Our School



Hayward's is a thriving town school which serves its local community. We are one of two primary schools in the community, and we have a distinct identity.

In the last 8 years, under the headship of Andy Smith, our school has grown into the two-form entry school that it now is, its numbers rising due to the increased popularity of the setting. We have developed a reputation within our community as a school that deeply cares about the children and families it works with. We are committed to providing high standards of teaching and learning within an inclusive environment.

Inclusion and well-being are at the heart of everything we do for both children and staff. Through an unwavering pastoral approach, we have raised the expectations of the children we teach, and our SATs results are on a positive up-trend; this is something that we are proud of, knowing that children leave us academically ready for Year 7, while we've never lost a sense of commitment to the 'whole' child.



## Our History



Hayward's School has served the local community in the rural town of CREDITON since 1860, when it was first opened in the old buildings next to the present school site. The school moved to its present location in 1937, and in 2003 benefited from a wonderful rebuilding programme which resulted in the airy, welcoming and up-to-date accommodation we all now enjoy. Hayward's now has access to the old youth centre, where it is able to provide facilities for high-quality Music, DT (Design and Technology) and Art.





# *Our Vision*



At Hayward's, we want our children to be resilient and happy about who they are; understand and appreciate difference while having the confidence to challenge prejudice where it exists; have high aspirations in order to achieve their maximum potential; share a love of learning; and enjoy strong, supportive relationships with others.

## **How do we support our children to develop these skills?**

- We use our Hayward's Heroes to teach these skills to the children. Our Heroes are linked to our PSHE curriculum and our assemblies are a vehicle through which we explore these heroes, helping the children to see 'real-life examples' of how these skills are demonstrated in others.
- Through a carefully taught PSHE and RE curriculum which supports our children's spiritual, moral, social and cultural development.
- Through a relevant and carefully structured curriculum where opportunities are found to reinforce and model these skills and expectations.
- Through the staff as role models in their interactions with children, families and with each other.
- Through the experiences that we provide for the children during their time at Hayward's, which include visitors to school, out of school visits and school residential opportunities.



# Our Hayward's Heroes



Our five 'Hayward's Heroes' are child-friendly representations of our values and ethos. Each one stands for an area of the 'Hayward's Code', which is the cultural and value system (written by Hayward's children, staff and governors) that we explicitly teach our children so they can become more successful learners.

## Hayward's Primary School - Hayward's Heroes





## Person Specification: We are looking for someone who:



- **Embodies the vision and values of Hayward's**

...placing children at the heart of all that they do. This is demonstrated through consistently communicating with kindness and respect; contributing positively to a collaborative and supportive team culture and being well-organised and prepared.

- **Builds strong relationships and supports learning with care and reflection**

...creating a safe, nurturing environment where every child feels valued and understood. This is demonstrated through taking time to know pupils as individuals; supporting learning through small, structured steps; responding with patience and empathy; working closely with colleagues and families; and reflecting on practice to improve outcomes for pupils.

- **Adapts support to meet a range of needs**

...demonstrating inclusive practice so all pupils can access learning and succeed. This is demonstrated through preparing and adapting resources effectively; maintaining high expectations; and building positive relationships that develop confidence, independence and a sense of success.

- **Confidently supports KS1 Maths and English**

...using secure subject knowledge to help learners in the class setting. This is demonstrated through providing clear explanations; modelling learning accurately; using effective questioning; and scaffolding tasks so that all pupils can make strong progress.

- **Is proactive, organised and a clear communicator**

...who uses initiative to support pupils and the wider classroom environment. This is demonstrated through communicating clearly and respectfully; working effectively with the class teacher and wider team, using initiative where necessary but following instruction as required; preparing resources to a high standard; and identifying where support is needed and taking appropriate action.



**What we can offer you:**



## **Why Join Hayward's?**

- **You'll work with wonderful children from our community** – pupils who bring joy, curiosity and energy to every single day - and who make teaching here genuinely rewarding.
- **You'll be part of an exciting school journey** – following a recent Ofsted visit, we are building confidently on our successes and are committed to making the next four years a period of growth, innovation and continued improvement.
- **You'll join a strong, welcoming and supportive team** – colleagues who look out for each other, collaborate openly and know how to share a laugh, even on the busiest days.
- **You'll be valued by a compassionate leadership team** – leaders who prioritise staff wellbeing, care deeply about their people and ensure everyone feels supported, trusted and heard.
- **You'll come to a school that feels like home** – a warm, inclusive environment where you can be yourself, feel a true sense of belonging and take pride in the difference you make.



## How to Apply:



**Please follow the link below, which will take you to Devon County Council Application form.**

**Please limit your supporting statement to no more than 2 A4 pages, explaining and demonstrating how your values, mindset and experience make you a suitable candidate for the job.**

**Closing date for applications is Thursday 4 June at midday.**

**Interviews will be held on Friday 12 June.**



## Safeguarding:



We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. Our child protection policy is available at

[Child Protection Policy](#)

This post is subject to an enhanced DBS check, an online check and references.