North Worcester
Primary Academy

SEMH Inclusion Teaching Assistant

Application Pack

An extraordinary education for every pupil



The Rivers
C.of E. Academy Trust

Welcome

North Worcester Primary Academy and pre-school is an impressive free school which is part of the highly regarded Rivers C of E Academy Trust, specialists in early years and primary provision.

We have high expectations of teaching and learning whilst also being mindful that our parents want more than just academic achievement. We offer an exciting and varied curriculum designed to challenge all abilities and give our pupils the right tools to prepare them for the next stage of their life.

We offer a large, vibrant learning space with extensive grounds including two forest schools and a large playground with an all-weather astro sports field, alongside state-of-the art facilities including whole class sets of i-Pads and a specialist design-technology classroom.

Overview

North Worcester Primary Academy is situated within walking and cycling distance of Perdiswell, Northwick, Claines and Fernhill Heath.

We currently have over 360 pupils from age 3 years in our pre-school, up to Year 6.

Ethos

Since opening in 2019, we have developed an excellent learning environment. Our enthusiastic staff work hard to create a safe and inclusive school where children feel happy and are excited to learn.

Performance

Our latest Ofsted judgment: Good in all areas (February 2024)

We are proud that our staff enjoy working at North Worcester Primary and this was acknowledged by Ofsted: “Staff are overwhelmingly positive about working at North Worcester Primary. They feel supported and valued.”

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:	SEMH Inclusion Teaching Assistant
Salary:	TA2 (Scale point 5) £26,427 FTE, £13.70 hourly rate. 24 hours a week. Term time and TED days.
Contract Type:	Fixed term until 21 July 2027. Hours are 8.30am – 1.15pm, five days a week.
Reporting to:	Assistant Head & SENDCo/ Class Teacher/ Phase Lead
Start Date	ASAP
About:	We are seeking a passionate and dedicated **SEMH inclusion teaching assistant** . Our inclusion teaching assistants play a vital role working alongside our class teachers to support our wonderful pupils to fulfil their potential and to develop their independence skills. You will assist in promoting the learning and personal development of the pupils to whom you are assigned, to enable them to make best use of the educational opportunities available to them, including those with special needs including pupils with more complex needs. This will be predominantly working with a pupil with complex SEMH needs on a 1:1 basis or as part of a very small group. Under the guidance of the Assistant Head and teaching staff, you will utilise your skills to ensure inclusivity. This will be required either individually or in group work as required, in or out of the classroom.

Job Description

Core Purpose

To assist in promoting the learning and personal development of the pupils to whom you are assigned, to enable them to make best use of the educational opportunities available to them, including those with special needs. **This will usually be working with a pupil with complex SEMH needs on a 1:1 basis or part of a small group.**

To assist in providing an effective and personalised teaching programme for individuals or groups of children supporting their specific learning need.- predominately with pupils with complex SEMH needs often on a 1:1 basis.

To provide effective 1:1 or very small group intervention for pupils complex social, emotional and mental health needs.

Work collaboratively with the teacher and other professionals to deliver outstanding, inclusive, and well-rounded education experience for all.

To support SLT in the implementation of all aspects of school in order to maintain the aims and ethos of the school and the Trust as a whole.

To demonstrate Trust values and high standards of professional conduct at all times

Key Accountabilities

- To be responsible for supporting **identified individuals with complex SEMH needs** and groups both academically and pastorally.
- To work with the AHT (Inclusion) and subject teachers to plan and lead specific interventions (in areas such as speech and language, behaviour, reading, spelling, numeracy and social and emotional needs) with identified pupils with complex social, emotional and mental health needs and/or small groups, undertaking baseline and end of unit assessments.
- To support pupils and work collaboratively to ensure each child is making good progress, that need is being met
- To work collaboratively with teaching staff, other TAs, and the AHT (Inclusion) to close the attainment gap between individual pupils and groups.
- To provide particular support for pupils, including those with complex special needs, ensuring their safety and access to learning activities.
- To liaise with class teachers, the AHT (Inclusion) and other professionals about individual education plans (IEPs), contributing to the planning as appropriate.
- To provide additional nurture using a trauma informed approach to individuals when requested by the class teacher or AHT (Inclusion).
- To aid pupils with special needs to access all subjects of the national curriculum and encourage their independence as learners.

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Job Description / cont

Key Accountabilities

- To support individuals, small groups or a class of pupils, e.g. as they arrive/leave the class, at break time and lunchtime as required.
- To provide regular feedback on children's progress to the class teacher, Year group leads and AHT (Inclusion).
- To accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher.
- To meet the physical and/ or hygiene needs of pupils as required.
- To establish constructive relationships with pupils and interact with them according to individual needs.
- To 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.
- To support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- To prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use.
- To assist teaching staff and other TAs with creating and maintaining displays throughout the school.
- To establish and maintain constructive relationships with pupils' parents .
- To provide administrative and clerical support to teaching staff and other TAs as required.
- To participate in Enrichment.

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality

Perform any reasonable duties as requested by the Headteacher.

Continuing Professional Development

- Participate in training and other learning activities to develop the competencies to effectively support children and to ensure knowledge and skills are kept up to date.
- Attend team and staff meetings.

The School reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility. The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct.

Person Specification

	Essential	Desirable
Qualifications and Experience	• NVQ 2 for Teaching Assistants (or demonstrate equivalent knowledge skills and experience). • Good numeracy / literacy skills • 5 GCSE's with a minimum of Grade C or above in Maths and English (or equivalent qualifications) • Experience of working within a primary or specialist school – supporting children's learning • Experience of running intervention groups • Experience of working with children with a variety of educational needs – in particular pupils with complex social and emotional & mental health needs.	• Evidence of further CPD • Current First Aid/Paediatric First Aid certificate • Qualifications/training in social/emotional programmes, eg Elsa or Thrive/ trauma informed practice • Team Teach trained • Training in the relevant learning strategies to support children with a range of needs eg Speech and Language • Experience of leading relevant learning strategies eg phonics • Experience of working with pupils with SEMH needs.
Skills and Knowledge	• Understanding of relevant polices/codes of practice • Good understanding of areas of learning, eg literacy, numeracy and SEND • An understanding of what constitutes high quality educational provision and the characteristics of effective learning • Competent in the use of IT to support learning • Have good level of knowledge and understanding of SEN and understanding of at least one area of learning eg English/Maths • An awareness and an understanding of issues of inclusion, especially within a school setting • Have excellent communication skills • Demonstrate positive and highly effective behaviour management skills	• Has a strong understanding of behaviour management strategies and the ability to deliver targeted support programmes • Delivering Speech and Language activities and programmes of work • Experience of delivering interventions to support pupils with complex social and emotional mental health • Experience of delivering trauma informed practice.
Personal Qualities	• Establish positive relationships with staff, pupils & parents • Flexible and keen to adapt to the needs of the school • Be encouraging and supportive • High standards and expectations of pupils and yourself • Commitment to a collaborative approach to a professional development • Compassionate and patient approach • Emotional resilience in working with challenging behaviours.	

How to Apply

Please email completed application forms to northworcesterprimary@riverscofe.co.uk by 15th November 2026

Interviews will be on w/c 23 November 2026.

Please state your experience and strengths on the application form, making reference to the job description and the person specification.

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.

The Rivers
C.of E. Academy Trust

Get in Touch

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