



Application Pack

Teaching Assistant

To commence in May 2026

An extraordinary education for every pupil



The Rivers
C.of E. Academy Trust

Welcome

St Clement's Primary School & Preschool is a flourishing one form-entry Primary school. Our Preschool is oversubscribed.

We are a nurturing and inclusive preschool, dedicated to providing a supportive and inspiring learning environment for young children. We aim to help our little learners develop essential skills that will serve them throughout their education and beyond. We are looking for a passionate and enthusiastic Higher -Level Teaching Assistant to join our team.

We are Ofsted rated 'outstanding' in Personal Development and 'good' in all other areas (October 2024).

We are proud that our staff enjoy working at St Clement's and that this was acknowledged by Ofsted: "Staff are positive about the school. They work closely together and support each other well. Staff are reflective and thoughtful about their work."

At St Clement's, we are proud to offer a dedicated, large, and vibrant learning space that fosters creativity and growth.

Our preschool features an expansive outdoor area, providing children with the opportunity to learn in nature and develop a strong connection with the world around them.

We offer a varied curriculum designed to challenge children of all abilities, equipping them with the tools they need to succeed in life's next steps.

Our school is known for its friendly, supportive atmosphere, where children thrive in a safe and positive learning environment.

If you are passionate about supporting young learners and helping them grow, we would love to hear from you.



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



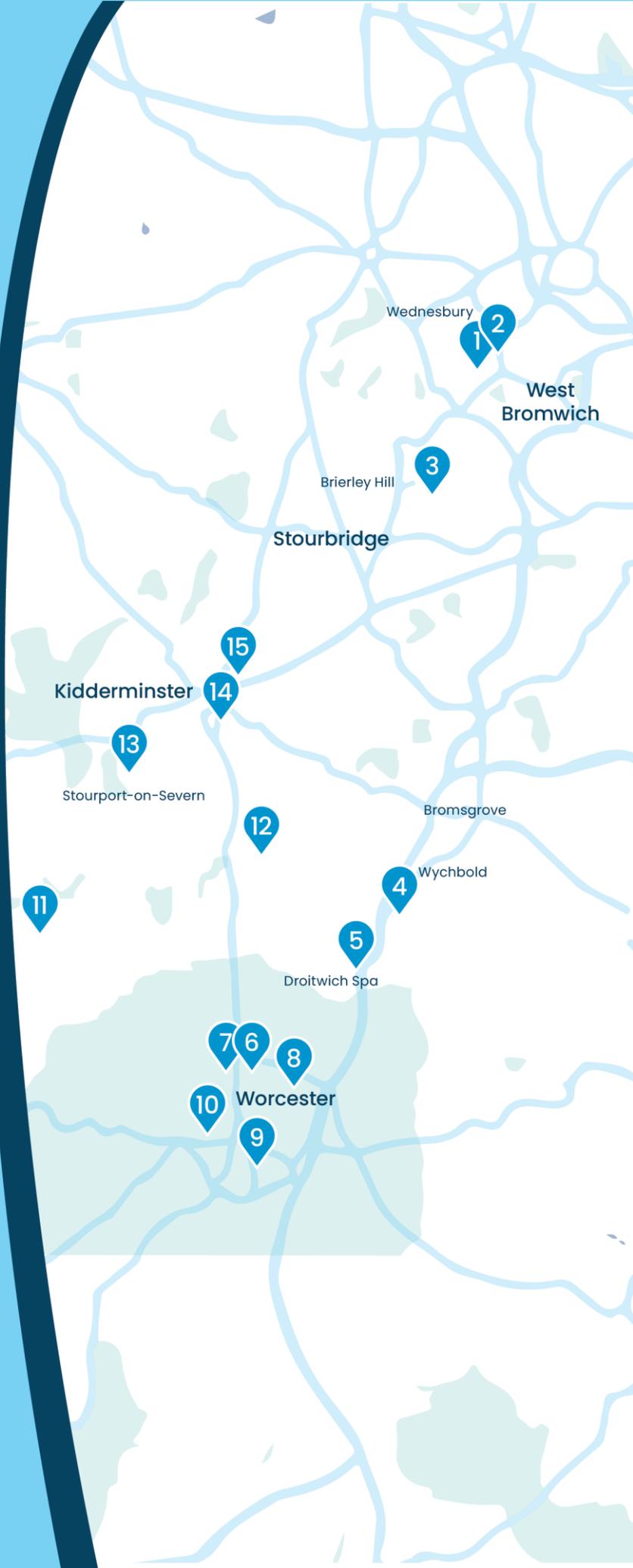
Respect



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: Teaching Assistant
TA2 Point 5-6 Starting Salary 16927.91-17583.87
Salary: FTE 25583.00-25989.00

Contract Type: Permanent , 28.5 hours per week plus 5 hours lunchtime plus TED days

Reporting To: Assistant Head – SENDCO / Class Teacher

Location: St Clement's C of E Primary School and Preschool

About: We are seeking a passionate and dedicated **Teaching Assistant** to join our school. You will provide support across the school and providing specialist support for children with high levels of need, helping them thrive both academically and socially.

Our Teaching Assistants (TAs) play a vital role working alongside our class teachers to support our wonderful students to fulfil their potential and to develop their independence skills.

Under the guidance of the SENCo and teaching staff, you will help to bridge communication gaps, foster confidence, and ensure inclusivity within the learning environment.

This will be required either individually or in group work as required, in or out of the classroom.

Job Description

Core Purpose

Working with teachers to support the learning, educational progress and inclusion of pupils within St Clement's with high level needs, with the aim of narrowing any attainment gap they have with their peers on entry to school.

Give assistance to pupils with high level of need so that they can access the curriculum, participate in learning, experience a sense of achievement and develop independence in learning and other aspects of school life.

To liaise closely with school staff and outside agencies and to foster differentiation which allows maximum access to the curriculum.

In liaison with the class teacher, develop strategies which are supportive to the children.

In liaison with the class teacher, support a range of activities and experiences to broaden and enrich individual's learning.

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

- Have a sound knowledge and understanding of supporting children with high levels of need and its impact.
 - Support a range of pupil's understanding through use of appropriate communication and scaffolds.
 - Support a range of pupil's personal needs, and assist with the development and implementation of individual Education, Behaviours and Personal Care programmes and strategies, with a strong emphasis on promoting independent living skills
 - Promote the inclusion and acceptance of all pupils within the mainstream school.
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Job Description (cont)

- Encourage the pupils to interact and work co-operatively with others, and engage in learning activities.
- Within the context of teacher led planning, set challenging expectations and promote self-esteem and independence.
- Use strategies, in liaison with the teacher, to support pupils with high levels of needs in achieving learning goals and maximising independent communication with peers and staff.
- On occasions you will liaise with the class teacher in lesson planning, evaluating, adapting and adjusting lessons and work plans as appropriate.
- Monitor and evaluate pupil responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives.
- Provide the Class teacher and other staff involved with the children accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
- Be responsible for keeping and updating records as agreed with the teacher contributing to reviews of systems and records as requested.
- Promote good pupil behaviour, dealing with challenging behaviour in line with established policy and encourage pupils to take responsibility for their own behaviour.
- Report on pupils progress and lesson outcomes to the supervising teacher.
- Assist with supervision out of lesson times as required, including break times.
- Accompany teaching staff and pupils, as appropriate, on visits, trips, and out of school activities.
- Provide records as requested by the SENCo if necessary.
- Attend and participate in relevant meetings and training as required.
- Participate in training and other learning activities and performance development as required.
- Deliver interventions

Job Description (cont)

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 and to ensure knowledge and skills are kept up to date.

Conditions of Employment

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

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> A relevant level 2 qualification. 	<ul style="list-style-type: none"> Evidence of continuous professional development and commitment to further professional development
Experience	<ul style="list-style-type: none"> Previous experience working with children with high levels of needs Experience of a 'Total Communication Approach' Working with range of agencies such as SaLT, 	
Skills and knowledge	<ul style="list-style-type: none"> An understanding and knowledge of the needs of children with special educational needs Knowledge and application of children with SEND. Knowledge and understanding of the specific issues surrounding a young person's social, emotional and mental health. Knowledge and understanding of how children and young people learn effectively. 	
Personal qualities	<ul style="list-style-type: none"> Ability to establish positive relationships with staff , pupils and parents Ability to multi-task and be flexible Be encouraging and supportive. High standards and expectations of pupils and yourself A positive outlook towards teaching and aiding children's development. Commitment to a collaborative approach to professional development Commitment to safeguarding and equality Self-motivated and well organised Commitment to maintaining confidentiality at all times. compassionate and patient approach 	

How to Apply

Application forms are available to download:

Please email completed application forms to Rachel Bishop
rbishop@riverscofe.co.uk by: Friday 27th March 2026

Interviews will take place on: Week commencing 12th April 2026

We do not accept CVs.

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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