



North Worcester  
Primary Academy

Teaching Assistant TA2

1-1 / SEND (Relief/zero hours)

# Application Pack

An extraordinary education for every pupil



# 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. We are a new school and in our final year of our 'growth' phase, welcoming Year 6 in September 2025.


### **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."

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# 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**



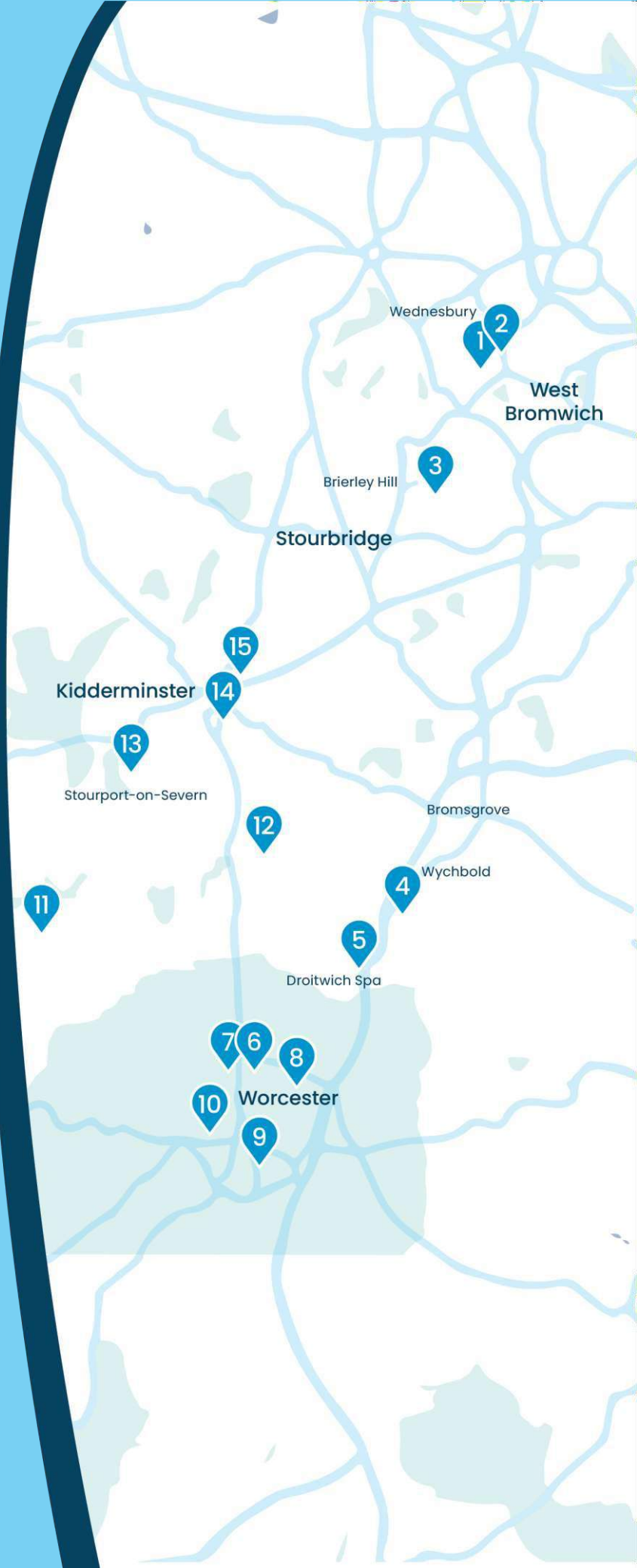
**Respect**



**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/](http://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/](http://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

<b>Job Title:</b>	Teaching Assistant, TA2, 1-1 SEND
<b>Salary:</b>	TA2, Scale point 5 – 6. £13.26 per hour – £13.47 per hour
<b>Contract Type:</b>	Relief/ Zero hours contract
<b>Reporting To:</b>	The Headteacher
<b>Start Date</b>	ASAP
<b>About:</b>	

We are seeking a caring, enthusiastic and skilled Teaching Assistant to join our team. This is a vital role in supporting a child/children with SEND, particularly those with Speech, Language and Communication Needs (SLCN) and behavioural challenges, helping them to access learning and thrive both socially and emotionally. We are looking for someone who has experience working with children and ideally with specific experience or training in speech and language support and/or SEND interventions.

# Job Description

**Key Purpose:** The purpose of this post is to support pupils and staff to ensure that all pupils reach their full potential.

## **Main Activities:**

### **Supporting the pupil**

- Aid pupils with special needs to access all subjects of the national curriculum and encourage their independence as learners.
- Motivate and encourage the SEND pupil to behave well in and around school.
- Promote and reinforce pupil self-esteem through praise and encouragement.
- Be sensitive to the general welfare and care of all pupils within the school, drawing areas of concern to the attention of the class teacher.
- Meet the physical and/ or hygiene needs of the named SEND pupil as required including help with mealtimes.
- Attend meeting with relevant professionals or parents as required by the school.
- Assisting the pupil in the acquisition of literacy and numeracy skills and to assist the pupil to make progress across all subject areas.
- Working with the pupil on an individual or group basis as required by the class teacher.
- Assist in offsite visits after negotiation with the Head of School.
- Acquaint themselves with the support materials in and around the school for individual pupil or group use.
- Assist the teacher in developing a supportive and trusting relationship with other adults and children.
- Support pupils with any Emotional and Behavioural Difficulties.
- Support pupils at lunchtime.

### **Supporting the teacher.**

- Ensure a safe environment is maintained within the classroom/ school for all pupils.
- Help with reasonable requests for preparation of materials to support pupils.
- Assist with reasonable requests for minor administrative tasks e.g. photocopying and laminating
- Have access to the planned teaching and learning activities for pupils.
- Keep records to assist with the behaviour and safety of pupils.
- Record pupil progress to inform future planning for coverage of the national curriculum.
- Assist the teacher in evaluation of work undertaken and help plan future progress for identified pupils.

# Job Description / cont

## Supporting the school

- Attend training when appropriate and after consultation with the Head of School /SENDCo.
- Be aware of and support all the school's policies.
- Be aware of the school safety procedures e.g. fire drill/ health and safety policy.
- Treat as confidential all information on individual pupils and refer parents to the class teacher should any questions about individuals asked.
- Foster positive links between home and school.
- After negotiation with the Head of School, carry out the administration of basic first aid for pupils throughout the school (qualified staff only).

## **Generic Responsibilities**

- To undertake any further training as required.
- To be aware of and observe all policies, procedures, working practices and regulations. In particular:
  - Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to cooperate with their employer to enable them to perform or comply with any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees
  - To understand, comply with and promote the Trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all
  - It is the responsibility of all staff to comply with the Trust's Equal Opportunities Policy. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct. 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
  - To maintain the confidentiality about pupils, clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times
  - To report to line manager, or other appropriate person, in the event of awareness of bad practice
- Employees must adhere to the Code of Conduct and comply with all reasonable management requests. This job description is intended to provide a broad outline of the accountabilities and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

*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
Qualifications and experience	<ul style="list-style-type: none"><li>• Appropriate educational qualification</li><li>• Experience in working in a school setting</li></ul>	<ul style="list-style-type: none"><li>• Specific experience or training in SEND interventions.</li><li>• Evidence of further CPD</li><li>• First Aid trained</li><li>• Team Teach trained</li><li>• Knowledge of Read Write Inc</li></ul>
Skills and knowledge	<ul style="list-style-type: none"><li>• Ability to work independently</li><li>• Ability to use own initiative</li><li>• Good understanding of safeguarding issues</li><li>• Confidence in managing challenging behaviour and using consistent, compassionate responses.</li><li>• Excellent practitioner, calm, patient and proactive attitude.</li></ul>	<ul style="list-style-type: none"><li>• Good understanding of the national curriculum</li><li>• Safeguarding training undertaken</li><li>• Offsite visit trained.</li></ul>

# How to Apply

Application forms are available to download here: [North Worcester Primary Academy - Vacancies](#)

Please email completed application forms to [northworchesterprimary@riverscofe.co.uk](mailto:northworchesterprimary@riverscofe.co.uk) by 8<sup>th</sup> December, 12 noon.

Interviews will be on 15<sup>th</sup> December 2025

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

## **North Worcester Primary Academy**

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T: 01905 953850

E: [northworcesterprimary@riverscofe.co.uk](mailto:northworcesterprimary@riverscofe.co.uk)

W: [North Worcester Primary Academy – Home](#)

## **The Rivers C of E Academy Trust**

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W: [www.riverscofe.co.uk/](http://www.riverscofe.co.uk/)