

The people behind  
the magic.



JOIN OUR TEAM



# Educational Teaching Assistant

**Salary:** Grade 7 (NJC Point 14-17) **Actual Salary Range:** £20,389 - £22,118

**Hours:** 30 hours 30 minutes per week across Monday to Friday, term time plus 5 days

**Contract Type:** Permanent

**Closing Date:** Friday 17 April 2026 at 9am

**Interview:** Monday 27 April 2026

**Start Date:** Monday 1 June 2026



Together  
Learning Trust

# Innovating, Communicating, Empowering

At Castle Hill School, we stand as pioneers of innovative and personalised teaching and learning. Our mission is clear: to enable every student to become effective communicators, engage in meaningful learning experiences, and be empowered to positively influence their world.

Nestled within our ethos is a deep-rooted commitment to inclusivity. As an established specialist provision for Special Educational Needs and Disability (SEND), we embrace the diversity of our student body and celebrate the unique strengths and talents of each individual.

Education thrives in partnership, and at Castle Hill, we take pride in our outward-facing approach. We actively engage with our local, national, and international communities, recognising the enriching value of collaboration and exchange.

Our dedication to community cohesion knows no bounds. Joining the Together Learning Trust exemplifies our commitment to fostering inclusivity and furthering our journey towards empowering independence. Within this supportive network of schools, we share a common value: to nurture independence and enrich the lives of all students.

As we embark on this exciting chapter, we eagerly anticipate the opportunities that lie ahead. Together, within our new family of schools, we are poised to continue our legacy of innovation, communication, and empowerment. Welcome to Castle Hill School, where every student's potential is not just realized, but celebrated.



*Castle Hill School is second to none. Their care and attention to my child's needs is exemplary."*

- PARENT COMMENT - 2019

EXPLORE MORE



[www.castlehillschool.org.uk](http://www.castlehillschool.org.uk)



# When schools collaborate, incredible things happen.

**Together Learning Trust** is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing, in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together.**

What could we do, together?

**DAVID LORD, CHIEF EXECUTIVE OFFICER**



*"I believe that the support that schools can provide each other cannot be underestimated. Being part of the Together Learning Trust enables our schools to continue to flourish and develop within a supportive school focused community, where the expertise of those who have a hands on understanding of our children will lead the way forward."*

**- LIZ WOODFIELD, HEADTEACHER,  
MELTHAM MOOR PRIMARY SCHOOL**

EXPLORE MORE



[www.castlehillschool.org.uk](http://www.castlehillschool.org.uk)

**Together**  
Learning Trust

## THE JOB

# Educational Teaching Assistant

We are looking to appoint four full time permanent Educational Teaching Assistant's to join our team to commence as soon as possible.

Castle Hill School is an Academy for pupils with Severe and Profound Learning Difficulties, age 3-19. Ofsted judged the school as being 'Outstanding' in its three previous inspections. We provide an energetic and forward-thinking educational community with cutting-edge facilities and a nurturing environment. We are committed to learning, and we offer a broad and challenging curriculum with a child centred philosophy at its core. We promote effective communication and independence in all we do.

### What you'll get in return?

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

We offer excellent personal development and unique opportunities of working within a totally school led system.

In addition to this you will benefit from:

- Automatic enrolment to the West Yorkshire Pension Fund
- A Supportive and forward-thinking Leadership Team
- Staff development through appraisal and CPD
- Free Parking
- Cycle to Work scheme
- Eye Care
- Home & Technology Scheme
- GP Online and Prescription Service
- Your Care Wellbeing package
- Lifestyle benefits (discount platform)

### Further requirements for the position:

- A passion and commitment to education for students with complex needs
- Enthusiasm and energy
- Ability to learn
- Adaptability
- Excellent communication skills
- Ability to inspire and motivate
- Ability to form positive and effective relationships

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

A tour of the school will be available on Thursday 19 March and Thursday 26 March at 3.30pm, please contact the school office to confirm your attendance.

# ROLE PROFILE | Educational Teaching Assistant

<b>Accountable to:</b>	Principal / Class Teacher / Senior Educational Teaching Assistant
<b>Accountable for:</b>	N/A
<b>Job Family:</b>	Support Specialist
<b>Salary:</b>	Grade 7 (NJC Point 14 – 17) <b>Actual:</b> £21,061 - £22,118
<b>Hours:</b>	30 Hours 30 Minutes per week, Monday to Friday, Term Time plus 5 days

---

## CORE PURPOSE

The postholder is committed to delivering high-quality performance each day to ensure students with additional needs thrive academically, socially and emotionally. They act as an ambassador for the Trust, modelling its values and expected behaviours. They maintain credibility by consistently applying the technical expertise and professional standards required for the role.

Working Under the direction of the Class Teacher and Senior Leaders, the Educational Teaching Assistant supports teaching and learning, pupil welfare, and inclusion. The role involves providing one-to-one and small group support, promoting independence, supporting personal care and medical needs where required, and contributing to safeguarding and wellbeing.

## KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers the expected outcomes linked to its core purpose and accountabilities.

### Teaching and Learning Support

- ✓ Deliver targeted one-to-one and small group support in line with teacher planning, ensuring pupil progress is recorded accurately in relevant systems.
- ✓ Reinforce learning objectives and adapt resources under teacher guidance to ensure accessibility and inclusion.
- ✓ Support pupils' literacy, numeracy, ICT use and access to wider curriculum resources.
- ✓ Contribute to preparation of teaching materials, classroom organisation, displays and basic clerical duties.
- ✓ Promote positive behaviour in line with academy policy, supporting pupils to take responsibility for their conduct.

### Pupil Care, Welfare and Inclusion

- ✓ Provide individualised support aligned with behaviour plans, Individual Education Plans and teaching strategies to maximise achievement.
- ✓ Support pupils' physical and emotional wellbeing, encouraging independence, dignity and self-esteem.
- ✓ Deliver personal care, including toileting and intimate care, and assist with feeding (including gastrostomy where required).
- ✓ Support medical and therapy programmes under guidance of the school nurse or specialists (e.g. medication, physiotherapy, speech and language).
- ✓ Use approved physical intervention techniques (e.g. TEAM-TEACH) where required and trained to do so.
- ✓ Supervise pupils during educational visits, residentials, and lunchtime cover as required.

## Safeguarding, Compliance and Professional Development

- ✓ Actively promote and uphold safeguarding responsibilities, escalating concerns promptly in line with Trust policy.
- ✓ Ensure safe and correct use of specialist equipment (hoists, lifts, mobility aids), carrying out routine safety checks and reporting faults.
- ✓ Participate in relevant training, monitoring programmes and performance development processes.
- ✓ Contribute to pupil reviews, meetings and evaluations through accurate monitoring and reporting.

## EXPECTED BEHAVIOURS

All employees are expected to conduct themselves in line with the essential behavioural competencies, including any additional leadership competencies related to their job family level. These competencies are designed to support high performance and provide clear behavioural expectations at every level. Through active engagement with our personal and professional development offering we expect everyone to develop their skills and knowledge in line with our competency framework and the technical competencies outlined in the role profile. For more information on the behavioural competency framework click here - [Competency Framework](#).

## PERSON SPECIFICATION

Experience and Qualifications Required	Essential	Desired
GCSE Grade C/4 or above (or equivalent) in English and Maths	✓	
Willingness to undertake relevant training and professional development	✓	
Paediatric First Aid Certificate (or willingness to obtain)	✓	
At least one year's experience supporting children with learning difficulties (preferably in a school setting)		✓
Experience supporting children with communication difficulties		✓
Experience working with children who require structured behavioural support		✓
Technical Skills Required		
Excellent written, numeracy, and communication skills	✓	
Ability to prioritise workload effectively	✓	
Proficient in Microsoft Word, Excel and Outlook	✓	
Ability to build positive relationships with pupils and parents/carers	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise child safeguarding issues	✓	
Awareness of signing in communication	✓	
Ability to work collaboratively with other adults within the school as a team member	✓	

## HOW TO APPLY

# Say yes to new adventures.

If you'd like a chat about the role or have any questions, we'd be delighted to hear from you. Please contact our School Business Manager Allanna Hoyer via [recruitment@CastleHillTLT.school](mailto:recruitment@CastleHillTLT.school)

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

## SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2025.