



Worthinghead  
Primary School



Wyke Lane  
Wyke  
Bradford  
West Yorkshire  
BD12 9EL

**Worthinghead**  
Primary School



Tel: 01274 414904

Website: [www.worthingheadprimary.com](http://www.worthingheadprimary.com)

Email: [office@worthingheadprimary.com](mailto:office@worthingheadprimary.com)

**Role:** Level 2 Teaching Assistant  
**Start date:** January 2026 (or earlier if possible)  
**Hours:** 28 hours per week, term time only  
**Working hours:** Monday to Friday, 8:45am – 3:20pm  
**Salary:** £16,223 - £16,776 actual salary  
Band 5, Scale Point 4–6 (depending on experience)  
**Contract:** Permanent

Are you passionate about supporting children to achieve their best and thrive at school? We are looking to appoint a caring, dedicated and enthusiastic Level 2 Teaching Assistant to join our friendly and supportive team. This post will be subject to a 6-month probationary period.

The year groups for these posts will be dependent on the experience of the successful candidates. You will be supporting teaching and learning across the classroom, including pupils with SEND. You will have experience of working with pupils in class as well as leading intervention groups, and hold high expectations for all children's achievements.

**We are looking for someone who:**

- Has a genuine passion for working with children and supporting their learning and wellbeing.
- Holds a relevant Level 2 Teaching Assistant qualification (or equivalent experience).
- Has experience of working with children with SEND, adapting learning to meet individual needs
- Can build positive relationships with pupils, staff and parents.
- Is flexible, proactive and a great team player
- Can use their initiative to support classroom learning and small group interventions.
- Is committed to promoting inclusion and helping every child to succeed.

**We can offer:**

- A welcoming and supportive school community.
- Well-behaved, enthusiastic children who enjoy learning.
- A strong and friendly staff team who work collaboratively.
- Opportunities for professional development and training.
- A positive working environment where your contribution is valued.

If you are a motivated, compassionate and organised individual who wants to make a real difference in children's lives, we would love to hear from you.

**Visits to school before submitting an application are strongly encouraged and warmly welcomed. Our Headteacher will be happy to give you a tour of the school and answer any questions you may have. Please contact Tina Copley, School Business Manager on 01274 414904 to arrange an appointment.**

**How to apply:**

Interested candidates are requested to apply online via [www.prospectsonline.co.uk](http://www.prospectsonline.co.uk).

Closing date: Monday 24th November 2025 at 12 noon Interviews: Friday 28th November 2025

*Shortlisted applicants will need to provide evidence of their eligibility to work in the UK.*

*Worthinghead Primary School is committed to safeguarding and promoting the welfare of our pupils and we expect all staff and volunteers to share this commitment. All staff and shortlisted candidates are subject to the safer recruitment process including an enhanced Disclosure and Barring Service Check.*

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## Welcome from our Headteacher



Dear Prospective Candidate,

Thank you for your interest in joining our school community. We are a friendly, welcoming school with a real family feel, where enthusiastic, well-behaved children love learning and staff work together to support every child's success.

As Headteacher, I am proud of the nurturing and positive environment we provide, where everyone, pupils and staff alike, feels valued, respected, and supported. We are looking for someone who shares our passion for helping every child succeed, including those with special educational needs and disabilities (SEND).

If you are committed to making a real difference, thrive in a collaborative team, and enjoy working in a school where your contribution is genuinely appreciated, we would be delighted to receive your application. I look forward to welcoming you to our school family.

Yours faithfully

A handwritten signature in black ink, which appears to read 'H. Naylor'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Mr Henry Naylor  
Headteacher



### **Outline Job Description**

<b>POST TITLE:</b>	<b>TEACHING ASSISTANT</b>
<b>GRADE:</b>	<b>BAND 5, SCP 5-6</b>

#### **GENERIC INTRODUCTION:**

The following information is furnished to assist staff joining Worthinghead Primary School to understand and appreciate the work content of their post and the role they are to play in the organisation. The following points should be noted:

1. Whilst every endeavour has been made to outline the main duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore, may have been used below, in which case all the usual associated routines are naturally included in the job profile.
2. Employees should not refuse to undertake work, which is not specified on this form, but they should record any additional duties they are required to perform and these will be taken into account when the post is reviewed.
3. Worthinghead Primary School is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment and access to the Council Services.
4. Worthinghead Primary School is committed, where possible, to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

#### **PRIME OBJECTIVES OF THE POST:**

To complement, appreciate and support the role of teachers and other professionals by undertaking work/care/support programmes which enables access to learning in the community as part of a teacher planned approach.

To support the class teacher in the management of pupils in the classroom, and other senior staff on a range of teaching and learning experiences which deliver an appropriately differentiated and suitably challenging curriculum for all pupils whilst meeting statutory requirements.

Work within school policies and procedures under the direction and guidance of senior staff and within an agreed system of supervision.

May from time to time be required to undertake other duties commensurate with the grade and level of responsibility defined in this job description.

## **KNOWLEDGE AND SKILLS:**

*(See Personnel Specification)*

## **EFFORT DEMANDS:**

Will make decisions and use initiative within established working practices and procedures.

The postholder will be expected to use good common sense and initiative in all matters relating to:

- the conduct and behaviour of individuals, groups of pupils and whole classes
- the correct use and care of materials by individual and small groups of pupils
- the safety, mobility (if required) and hygiene and well being of the pupils.

Will assist in maintaining the good conduct and behaviour of pupils throughout school and be expected to use good common sense, as well as use initiative in all matters relating to the conduct and behaviour of individual pupils, groups of pupils and whole classes, the safety, mobility (if required), hygiene and well-being of the pupils; making decisions within established working practices and procedures.

Will recognise and challenge any incidents of racism, bullying, harassment, victimisation and any form of abuse of equal opportunities, ensuring compliance with the relevant school policy and procedures.

Will deal with any issues, immediate problems or emergencies that arise in line with school policies and procedures liaising with colleagues where necessary e.g. dealing with a sick, injured or distressed child.

Acting as a role model, will establish productive and constructive working relationships with pupils, setting high expectations, motivating and interacting with them, being aware of their individual needs, supporting difference and ensuring all pupils have equal access to opportunities to learn and develop whilst responding appropriately.

Will have the ability to cope with the requirements of the post, which may include working with pupils who have emotional/behavioural/physical difficulties.

Will contribute to the overall ethos/work/aims of the school.

Will appreciate and support the role of other professionals.

Be vigilant and sensitive to any child protection/safeguarding concerns that arise, reporting any concerns to the designated officer in line with school policy and procedure.

## **RESPONSIBILITIES:**

Assist in the management of pupils in the learning environment.

Assist in the planning of learning activities.

Will administer routine tests, invigilate exams and undertake routine marking of pupils' work.

Undertake structured and agreed learning activities/teaching programmes appropriate to the pupil's needs to ensure physical, social, emotional and intellectual development, taking into account diversity e.g. language, culture, ability, race and religion.

Will supervise and support pupils consistently at all times including those with special needs; recognising and responding to their individual needs whilst ensuring their safety and education in the learning environment.

Assist with the development and implementation of Individual Education Plans and Personal Care Programmes; attending to the pupils' personal needs and maintaining related personal programmes with the correct use of care materials including the safety and well-being of the pupils, therapy and medical intervention needs of the pupil and first aid, paying attention to social, health, physical and welfare matters

as well as high standards of cleanliness and hygiene e.g. washing, dressing, toileting, and, if applicable, mobility.

For posts working with pupils who are physically less able, it may be necessary to be able to physically assist the pupil in line with school policies and good practice.

Will occasionally be required to supervise the class for brief periods during a morning or afternoon session where the classroom teacher is not available.

Promote and reinforce the inclusion, acceptance and integration of all pupils, including those with specific and special needs and those from different cultures and/or with a different first language as appropriate.

Set challenging and demanding expectations whilst promoting self-esteem and encouraging pupils to act independently as appropriate as well as interact and work co-operatively with others and engage in activities led by the teacher.

Will prepare, create and maintain a purposeful, orderly and supportive learning environment to meet the lesson plans. Take responsibility for the care, preparation, maintenance and use of relevant equipment, assisting pupils in its use and clearing/storage afterwards.

Will be aware of pupil progress, monitor/record pupil responses against pre-determined learning objectives as well as provide accurate, constructive and detailed feedback/reports to the teacher and pupils.

Promote positive values, attitudes and good pupil behaviour and encourage pupils to take responsibility for their own actions whilst supporting the teacher in managing this. Deal promptly with conflict and incidents (including those involving restraint) and reporting challenging behaviour where appropriate in line with established policy.

Will gather/report information from/to parents/carers as directed, taking into account parental/carer concerns, dealing with them sensitively under the direction of the teacher.

Will provide clerical/administrative support as directed by the teacher.

In respect of local and national learning strategies, will support pupils to achieve learning goals e.g. literacy, numeracy, KS1/2, EYFS as directed by the teacher.

Will support pupils in the use of IT in learning activities as directed by the teacher, and develop pupils competence and independence in its use.

Will participate in own performance development, identify and address any training needs/other learning activities.

Will assist with the supervision of pupils out of lesson times, including before and after school and at lunchtimes, accompanying teaching staff and pupils on visits, trips and out of school activities; taking responsibility for a group under the supervision of the teacher.

Will assist in the supervision of students on work experience, trainees and voluntary helpers.

#### **ENVIRONMENTAL DEMANDS/WORKING CONDITIONS:**

Will have long periods of sitting or standing.

Available to work during school hours during term time and a willingness to be flexible as may be required to attend staff meetings/training sessions outside of usual hours.

Will have contact with members of the public/other professionals e.g. teaching staff, governors, parents/carers, community groups, local education authority, external providers etc.

The post holder may occasionally be subjected to antisocial behaviour from members of the public/parents/site users.

This post may include a degree of manual lifting and handling. You are expected to be aware of health and safety policies and procedures and frequently assess your ability to carry out the lifting tasks required of you.

Report all concerns to an appropriate person.

### **FLUENCY DUTY**

In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard.

For this role the post holder is required to meet the **I**ntermediate Threshold Level

#### Intermediate Threshold Level

The post holder should demonstrate:

They can express themselves fluently and spontaneously with minimal effort and, Only the requirement to explain difficult concepts may hinder a natural smooth flow of language.

### **SPECIAL CONDITIONS OF SERVICE:**

No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (An enhanced DBS check is required).

### **OTHER CONSIDERATIONS**

To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Child Protection Co-ordinator or the Headteacher.

To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files.

Accept and commit to the principles underlying the Schools Equal Rights policies and practices.

Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act.

Must be legally entitled to work in the UK.

**PERSONNEL SPECIFICATION:**

	<b>ESSENTIAL (E) / DESIRABLE (D)</b>
<b>EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>➤ Experience of working in a team situation (E).</li> <li>➤ Experience of working with or caring for children of relevant age e.g. voluntary organisation or parental/caring responsibilities (E).</li> <li>➤ Experience, knowledge and understanding of intervention strategies to support children’s learning. (D)</li> <li>➤ Experience of working with children with SEND (D)</li> <li>➤ Confidence to work in a range of classes with pupils of varying ages and abilities. (E)</li> <li>➤ Provide evidence of having previously spoken fluently to customers at an Intermediate Threshold Level. (E)</li> </ul>
<b>QUALIFICATIONS/ TRAINING:</b>	<ul style="list-style-type: none"> <li>➤ GCSE English and Maths or equivalent e.g. Adult Literacy/Numeracy at level 1. (E)</li> <li>➤ Hold or is working towards relevant qualifications relating to the post e.g. Level 2 NVQ in Health/Childcare, first aid qualification. (E)</li> <li>➤ Evidence of further training/development and/or willingness to participate in further training and development opportunities. (D)</li> </ul>
<b>KNOWLEDGE/ SKILLS:</b>	<ul style="list-style-type: none"> <li>➤ Will possess knowledge of the School’s relevant procedures or practices. (E)</li> <li>➤ Will have an outline understanding of relevant legislation. (D)</li> <li>➤ Will have knowledge of some of the policies covering their service area. (D)</li> <li>➤ Ability to plan effective actions for pupils at risk of underachieving. (D)</li> <li>➤ Good communication skills. (E)</li> <li>➤ Specialist expertise/skill in a relevant area, e.g. autism, mental health, SEMH. (D)</li> <li>➤ Basic IT skills. (E)</li> <li>➤ An understanding of the needs of a multicultural society. (E)</li> <li>➤ An understanding of the issues relating to pupils who have additional learning needs, more able and special educational needs. (E)</li> <li>➤ Knowledge of childcare. (E)</li> <li>➤ Awareness of child development. (D)</li> <li>➤ Knowledge and commitment to schools Equality policy. (E)</li> <li>➤ Ability to relate well to pupils and adults. (E)</li> <li>➤ Ability to work constructively as part of a team.</li> <li>➤ Ability to remain calm under pressure. (E)</li> <li>➤ Demonstrate a commitment to working with children of the relevant age. (E)</li> <li>➤ Demonstrate good co-operative, interpersonal and effective listening skills.(E)</li> <li>➤ Maintain confidentiality in matters relating to the school, its pupils, parents or carers. (E)</li> <li>➤ Ability to perform all duties and tasks with reasonable adjustments where necessary. (E)</li> <li>➤ Ability to cope with the requirements of the post, which will include working with pupils who have emotional/ behavioural/physical difficulties.(E)</li> <li>➤ In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Intermediate Threshold Level. (E)</li> </ul>
<b>DISPOSTION AND ATTITUDE:</b>	<ul style="list-style-type: none"> <li>➤ Able to relate well to pupils and adults (E)</li> <li>➤ Have natural authority (E)</li> <li>➤ Demonstrate a positive attitude and resilience with difficulties (E)</li> <li>➤ Ability to understand classroom roles and your own position within these (D)</li> <li>➤ Be pro-active in offering ideas (E)</li> <li>➤ Flexibility and willingness to accept change. (E)</li> </ul>

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