



Northleigh CE Primary School

Part of the Mercian Educational Trust

1:1 Nursery Teaching Assistants Level 2
15hrs per week – mornings (fixed term)
26.25hrs per week (fixed term)

June 2026

Closing Date: 26th June 2026
Start Date: 1st September 2026
Executive Headteacher: Mrs Stuart Bill
Head of School: Mrs Michelle Everett
CEO: Mr Dafydd Lawday



Northleigh
CE Primary School



Northleigh
CE Primary School
Be Brave - Be Strong - Be Fearless

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Letter from the Headteacher

Dear Applicant,

Thank you for your interest in the post of 1:1 Nursery Teaching Assistant at Northleigh CE Primary School, part of the Mercian Educational Trust. We are a growing and ambitious school with the most amazing children and a fantastic and supportive staff team who offer our pupils engaging and inspiring learning opportunities every single day.

We are looking for a Nursery Teaching Assistant, to work with a child who has an EHCP, to join our team who understands the importance of working in this way and is fully supportive of our vision and values. Someone who will demonstrate that they can offer our community commitment and skill to enhance the experiences and enable our ambitious learners to meet their full potential across the curriculum.

If you want to find out more about our school, you may choose to view our website <https://northleighceprimary.org/> Visits to the school are welcomed - it would be a pleasure to meet you and to show you around our wonderful school.

Yours faithfully,

Mrs Michelle Everett

Head of School



On a daily basis you will:

- Support a pupil in accessing and understanding lesson objectives
- Support positive behaviour in class and beyond
- Direct group activities within and away from the classroom including implementing 'catch up' programmes with targeted groups
- Assist in the planning, preparation and clearing away of resources necessary for the delivery of the curriculum, including IT
- Promote the self-esteem, progress and independent learning of children
- Participate in general school activities including assembly, break and activities, sports day, educational visits etc. as required
- Assist with the preparation and mounting of display materials
- To undertake designated administrative tasks, to support teaching and learning



The Recruitment Process

Closing Date: Friday 26th June at 9am.

All applicants are required to fully complete the Mercian Educational Trust application form which can be found on the [MET website](#). Completed applications should be emailed to our School Office at NPSOffice@metacademies.org.uk or delivered to the school office. Applications in any other format will not be accepted.

Applicants must enclose details of two references. These must be recent; usually one will be a current employer who can comment on your suitability to work with children, however, if this is not possible, this can be a previous employer. We ask that friends and relatives are not named to provide a reference. We will ask for references from all short-listed candidates and require both references to be received before the interview. We may contact any previous employer listed on your form to clarify any information.

Shortlisting will be based on the applicant's suitability for the post linked to the job description and person specification. Please ensure your application matches these requirements. The closing date is Friday 26th June 2026 at 9am. Applicants will be invited to interview via email following shortlisting, with the interview date planned for Wednesday 1st July 2026

Please contact our School office on 01684 574889 or via email at NPSOffice@metacademies.org.uk for further details or if you have any questions.

Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check



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About Our School

Northleigh CE Primary School is a fully inclusive school who have high expectations and aspirations for all our pupils in order to enable them to flourish. Our school motto is: **Be Brave. Be Strong. Be Fearless. You are never alone.**

We aspire to this for our whole school community and through our curriculum we will enable our pupils to become intrinsically Brave, Strong and Fearless for life. We are looking for an individual who shares our vision for both themselves and the children in their care.

In their Northleigh journey pupils will engage in a wide range of experiences which will develop their curiosity; provide opportunities for challenge and risk and enable them to overcome adversity.

We will prepare our pupils for life and learning by embedding our Church values and sense of community spirit. Northleigh pupils will be independent thinkers with a strong understanding of self they will be able to demonstrate empathy, respect and tolerance for others.

Our Overarching aims:

- Purposefully enhance our curriculum to promote active learning, enabling all groups of pupils to make accelerated progress.
- Foster and enable our whole school community to become positive change makers.
- Develop a culture where our school qualities of bravery, strength and fearlessness (curiosity) are

Northleigh CE Primary School is part of the Mercian Educational Trust (MET), which is a Multi Academy Trust based within Worcestershire. The majority of MET schools are in close proximity to Northleigh providing a strong support network and effective collaboration.



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About Our School



Key Information about our school	
Type of school	Primary
Age Range	2-11 years
Location	Malvern
Trust	Mercian Educational Trust
Number of children	204
Number of classes	8
Average class size (primary)	26
Last Ofsted Inspection	March 2023 (Good)
% eligible for Pupil Premium Funding	15%
% of children with SEN	19%
% of children with EAL	9%



Job Description

Job Title: 1:1 Nursery Teaching Assistant (Fixed Term for 1 year)

Salary Scale Point: TA2

Employer: Mercian Educational Trust

Closing Date: Friday 26th June 2026

Interview Date: Wednesday 1st July 2026

Starting Date: September 1st 2026

Hours: 15hrs per week or 26.5hrs per week

Job Purpose

We are looking for a Teaching Assistant to start with us. Keen to work with our team we are looking for the successful candidate to bring with them a sense of team work and enthusiasm. You will provide tailored support for pupils with complex SEND profiles, including autism spectrum conditions, sensory processing needs, emotional regulation challenges, and communication difficulties. The TA will work collaboratively with teaching staff and other professionals to implement structured, inclusive strategies that promote learning, wellbeing, and independence. Working alongside our class teachers and other TAs, you will support a child in class to enable them to engage fully with school life and prepare them for the next stage of their learning journey. This role will be supervised by classroom teacher, a designated supervisor, and/or SENDCo

This post requires the ability to perform a role that involves frequent contact with children

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

You must be able to perform a role that involves constant contact with children



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Generic Responsibilities

Under the direction of and within an education plan provided by the classroom teacher:

- Support the pupil's access to the curriculum through differentiated strategies and personalised learning approaches.
- Promote engagement and focus during learning activities, using appropriate prompts, visual aids, and structured routines.
- Assist in the development of literacy and numeracy skills through targeted interventions and scaffolded support.
- Encourage the use of assistive technologies and alternative methods of recording to support written expression.
- Foster emotional resilience and self-regulation through positive relationships and structured emotional development activities.
- Contribute to the pupil's social development by supporting peer interactions and promoting inclusive play and communication.
- Collaborate with teaching staff and the SENCo to monitor progress, adapt strategies, and contribute to review meetings.
- Maintain confidentiality and uphold safeguarding procedures at all time.

There is the opportunity for some additional hours in our after-school club.

We also run holiday club during half term and the summer holidays and there are opportunities for additional hours should candidates be interested.



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Person Specification

Experience and Education

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable
Experience of working with groups of children to deliver high quality interventions and support		✓
Excellent classroom practitioner and commitment to make learning engaging		✓
Experience in working alongside class teachers		✓
Experience of working with children with EAL		✓
Experience of working with in Early Years		✓
Experience of Phonics		✓
Experience of British Sign Language		✓
Education and qualifications		
Maths & English GCSE qualifications at Grade C	✓	
Relevant professional qualification at Level 3	✓	
3 years experience of working in the care of children	✓	



Person Specification Skills and Attributes

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Ability to work with mixed ability groups.	✓	
Supporting the policies, practices and ethos of the school	✓	
Understanding of behaviour management techniques for groups and individuals	✓	
Excellent interpersonal skills	✓	
Excellent organisational skills and ability to prioritise	✓	
Have a passion for learning and for enabling pupils to develop as enthusiastic learners	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
Flexible/resilient and able to respond with good humour to the unpredictable	✓	



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Person Specification Skills and Attributes

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Ability to make positive and professional relationships with all members of the school community	✓	
Ability to meet deadlines and respond positively to high expectations	✓	
A friendly and approachable style, while maintaining professional boundaries	✓	
Excellent organisation skills but the ability to be adaptable and flexible	✓	
Ability to be calm and resilient when under pressure	✓	
Excellent time-keeping	✓	



Person Specification Safeguarding

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Personal Qualities	Essential	Desirable
Ability to perform a role that involves constant contact with children	✓	
Ability to perform a role that requires engagement in regulated activity relevant to children.	✓	

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You must be able to perform a role that involves constant contact with children



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Benefits of Working with Mercian Educational Trust

Salary Sacrifice Schemes

Cycle to work, Electric Vehicle Leasing, and Tech Benefits

Employee Health Assistance

Our employee assistance programme gives you access to confidential, independent, and unbiased information and guidance 24/7. Employees also have access to the Wisdom App which supports wellbeing and mental health.

Career Progression

We want to encourage the career progression of our employees wherever possible, and we support staff who wish to move between our schools and the central teams when suitable roles arise.

Pension

As a teacher, you will automatically enroll into the Teachers' Pension Scheme. As Support Staff, you can opt-in to the Local Government Pensions Scheme – one of the most competitive on the market.

Collaboration

All employees have opportunities for collaboration, CPD and access to support from the central team. Teaching staff also have opportunities for guidance in all areas of the curriculum and assessment and sharing good practice.

Eye tests and Flu Jobs

All employees can access free eye tests and annual flu jab.

Free Car Parking

All employees have access to free car parking on or near the school premises.

Childcare – Wraparound discount

Employees can access wraparound care provided at any of our schools at a reduced rate of 50%. Please note: Discounts do not apply to Nursery provisions.



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