



APPLICANT PACK

Specialist Teaching Assistant (Level 2) with Lunchtime Supervisor Duty

Our Lady Queen of Martyrs Catholic Primary School, York



Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Specialist Teaching Assistant (Level 2) with Lunchtime Supervisor Duty. Although we are a Catholic Trust we welcome both staff (and pupils) from all faiths to join our family of schools.

Within this application pack you will find:

- a) Information on how to access the online application form and additional forms related to this (these can be completed electronically and emailed)
- b) Job Description and Person Specification
- c) Further information about our Trust including our Benefits and Wellbeing package

Applicants should return their application forms to macdonald.k@npcat.org.uk by the **closing date, Wednesday 10th December 2025, 9am**. Any gaps in previous employment must be explained.

Should you wish to have an informal discussion about the role, please do not hesitate to contact Kerry MacDonald, Trust Business Manager at macdonald.k@npcat.org.uk or 01904 806093.

As mentioned in the advertisement, a DBS disclosure is required for this post. It is important to note that:

Nicholas Postgate Catholic Academy Trust is committed to safeguarding and promoting the welfare of children.

We would like to take this opportunity to thank you for your interest in this vacancy and wish you well with your application.

Job Advert

Required: January 2026
Contract Type: Fixed term until 31st August 2026
Location: Our Lady Queen of Martyrs Catholic Primary School, Hamilton Drive, York, YO24 4JW

Specialist Teaching Assistant Level 2:

Salary: £25,989 - £26,403 pro rata (£14,781 - £15,017 actual salary)
Hours: 25 hours per week, Term Time Only

Lunchtime Supervisor:

Salary: £24,796 pro rata (£2,820 actual salary)
Hours: 5 hours per week, Term Time Only

Our Lady Queen of Martyrs is seeking to recruit an enthusiastic and caring Teaching Assistant with lunchtime duty. We are looking for someone who can support the teaching and learning of all our pupils as well as the expertise to support pupils on a 1:1 basis who have an Education, Health Care Plan.

Applications are invited from candidates who have:

- The ability to establish excellent relationships with children and promoting aspirational achievement and progress for all groups of pupils including children with Special Educational Needs
- Excellent communication skills and be able to work as part of a team
- A good standard of education including maths and English
- A teaching assistant qualification or equivalent
- IT skills

We can offer:

- Enthusiastic children who are curious, independent learners
- Excellent personal and professional development opportunities
- An experienced and talented team of staff with a supportive Governing Body and wider School / Church community

Closing date: Wednesday 10th December 2025, 9am
Interview: Friday 12th December 2025

Please refer to the back cover of the application pack for details of how to apply for this position.

Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.

Job Description

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

Post title: Specialist Teaching Assistant (Level 2)

Grade: E, SCP 6-7

Job Purpose

To work under the instruction/guidance of teaching/senior staff to undertake work/care/support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area.

The job is carried out using specialist skills, knowledge and equipment within a special context, working with children with substantial additional challenges which may be learning, physical, emotional or behavioural.

Main Responsibilities

Support for Pupils

- Supervise and provide particular support for pupils, including those with special needs, ensuring their safety and access to learning activities
- Assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes
- Establish constructive relationships with pupils and interact with them according to individual needs
- Promote the inclusion and acceptance of all pupils
- Encourage pupils to interact with others and engage in activities led by the teacher
- Set challenging and demanding expectations and promote self-esteem and independence
- Provide feedback to pupils in relation to progress and achievement under guidance of the teacher

Support for Teachers

- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans and assist with the display of pupils' work
- Use strategies, in liaison with the teacher, to support pupils to achieve learning goals
- Monitor pupils' responses to learning activities and accurately record achievement/progress as directed
- Provide detailed and regular feedback to teachers on pupils achievement, progress, problems etc.
- Promote good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour
- Establish constructive relationships with parents/carers
- Administer routine tests and invigilate exams and undertake routine marking of pupils' work
- Provide clerical/admin. support e.g. photocopying, typing, filing, money, administer coursework etc.

Support for the Curriculum

- Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses
- Undertake programmes linked to local and national learning strategies e.g. literacy, numeracy, Foundation Stage curriculum, etc, - recording achievement and progress and feeding back to the teacher
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use

Support for the School

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the school
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings as required
- Participate in training and other learning activities and performance development as required

- Assist with the supervision of pupils out of lesson times, including before and after school and at lunchtime
- Accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher

Safeguarding, Equality & Diversity and Health & Safety

- To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
- To carry out your duties with full regard to the NPCAT's Equality Policy and objectives.
- To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a proactive approach to health and safety matters in order to protect both yourself and others.

These duties are neither exclusive nor exhaustive, and the post holder will be required to undertake other duties and responsibilities, which the Headteacher/Line Manager may determine.

EMPLOYEES ARE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE

Person Specification

Post title: Specialist Teaching Assistant (Level 2)

Stage	Essential		Desirable	
Qualifications & Training	E1	Good numeracy/literacy skills	D1	Recent safeguarding training
	E2	Level 2 qualification for Teaching Assistants or equivalent qualification or experience	D2	Appropriate first aid training
	E3	Training in the relevant area e.g. literacy	D3	Recent professional development related to Autism and other areas of SEN
Experience	E4	Working with children of relevant age	D4	Experience of working with children with SEN
Knowledge & Skills	E5	Effective use of ICT to support learning		
	E6	Use of other equipment technology – e.g. interactive whiteboard, video, photocopier		
	E7	Understanding of relevant policies/codes of practice and awareness of relevant legislation		
	E8	General understanding of national/foundation stage curriculum and other basic learning programmes e.g. phonics		
	E9	Basic understanding of child development and learning processes		
	E10	Ability to self-evaluate learning needs and actively seek learning opportunities		
	E11	Ability to relate well to children and adults		
	E12	Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these		

Personal Characteristics	E13	Committed Enthusiastic Organised Flexible Patient Resourceful Empathetic		
Special Requirements	E14 E15	An understanding of the Catholic ethos of NPCAT An understanding of safeguarding and child protection requirements		

Job Description

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

Post title: Lunchtime Supervisor

Grade: A SCP 3

Job Purpose

To supervise pupils who remain on the school premises during midday break, ensuring that the children eat meals safely and behave appropriately.

Main Duties & Responsibilities

- Escort pupils to and from the dining area, as necessary.
- Ensure that pupils having a school lunch are in the dining hall at the correct time.
- Help younger pupils at the servery counter with the proper use of cutlery, and help them cut up their food when necessary.
- Assist pupils with the return of used plates, trays, cutlery and beakers, and with the cleaning of tables when lunch is finished.
- Supervise pupils eating food brought from home, and ensure that all packed-lunch equipment is cleared away after use.
- Report to senior members of staff any child whose diet may give rise for concern.
- Take charge of groups of children in the playground or the classroom.
- Devise and initiate constructive play opportunities for children when required.
- Ensure that children remain within a safe environment, and that they play safely.
- Set suitable behaviour standards in line with school policy.
- Help children acquire social skills.
- Attend to minor accidents sustained during the midday break, and seek appropriate assistance if necessary.
- Attend to any pupil who becomes ill during the midday break, and again seek appropriate assistance.
- Report to senior members of staff any acts that constitute serious infringements of school rules.
- Liaise effectively and professionally with staff, teachers and parents, as required.
- Attend training, as required.

Safeguarding, Equality & Diversity and Health & Safety

- To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
- To carry out your duties with full regard to the NPCAT's Equality Policy and objectives.
- To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a proactive approach to health and safety matters in order to protect both yourself and others.

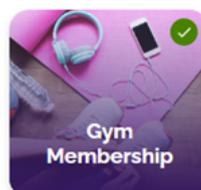
These duties are neither exclusive nor exhaustive, and the post holder will be required to undertake other duties and responsibilities, which the Headteacher/Line Manager may determine

Person Specification

Post title: Lunchtime Supervisor

Stage	Essential		Desirable	
Qualifications & Education			D1	Current First Aid qualification
Experience & Knowledge	E1	Supervising children as a parent or carer	D2	Working with groups of children on a voluntary or paid basis
	E2	Managing the behaviour of groups of children	D3	Child development and social interaction
			D4	The value of constructive play opportunities
Skills & Abilities	E3	Work effectively as part of a group and individually	D5	Communicate effectively (both orally and in writing) to an appropriate standard
	E4	Inspire trust and confidence in children	D6	Recognise behaviour giving cause for concern, and inform teaching staff
	E5	Encourage high standards of pupil behaviour at all times	D7	Teach play activities to other Lunch Supervisors
	E6	Liaise with parents in a professional manner	D8	Examine systems critically, and suggest ways of improving efficiency
	E7	Observe the boundaries of the role, and respect confidential information		
	E8	Initiate games and activities appropriate to the age of the children		
	E9	Relate to children on their level		
	E10	Remain calm in a crisis		
Personal Attributes	E11	Creative, Empathetic, Organised Patient, Resourceful, Tolerant		
Special Requirements	E12	An understanding of safeguarding and child protection requirements		
	E13	An understanding of the Catholic ethos of NPCAT		

Why work for us



NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

We offer:

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

Additional benefits include access to:

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.



How to Apply

Application form and further information is available from:

npcat.org.uk/current-vacancies

Applicants should complete and return a **Support Staff Application Form & Recruitment Monitoring** to: macdonald.k@npcat.org.uk

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

Job Description: This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification: This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Kerry MacDonald, Trust Business Manager at macdonald.k@npcat.org.uk or 01904 806093.

Thank you for your interest in NPCAT. We look forward to receiving your application.

Please note that if you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.