Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Early Years Teaching Assistant

Tang Hall Primary School

Start date: 1st January 2027

Closing date: Midday Thursday 3rd December 2026

Interview date: Week beginning 7th December 2026

Tang Hall Primary School is a welcoming, inclusive, and vibrant Primary School with onsite 2-year-old and separate nursery provision. We are committed to providing a safe, stimulating, and nurturing environment where every child can thrive, build confidence, and develop a lifelong love of learning

We are looking for someone who will actively look for ways to overcome barriers in order to help our children to succeed. We are seeking an enthusiastic, dedicated, and resilient **Level 2 Early Years Teaching Assistant** to join our Early Years Foundation Stage (EYFS) team. You will be based in our Nursery Provision (3-4 year olds). Working closely with the Class Teacher and EYFS Lead, you will support children's learning, play, and personal development. You will build strong, trusting relationships with children, families and colleagues. You will join us at a pivotal time in our history, during a complete rebuild of our school. We are very excited about this and about what the future holds for Tang Hall Primary School. Working in our Nursery offers the right candidate the opportunity to make sure our amazing children get the strong start they deserve.

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required.

As part of our due diligence process an online search will be carried out on all shortlisted candidates. These checks are carried out to determine suitability to work with children and keep them safe. If you wish further information regarding these checks please contact 01904 806000.

GRADE/SALARY

Grade 4, Level 1
£25,942 per annum reduced pro-rata.
Actual Pay £19,544 per annum

REPORTS TO

Early Years Leader / Headteacher

HOW TO APPLY

An application form and all the job details are available to download from the MAT website: https://www.pathfindermat.co.uk/new-vacancies-h older/
Please submit completed forms via email to:

office@tanghall.pmat.academy

Additional Information

Fixed Term Contract to 23rd July 2027
32.50 hours Monday-Friday 8:30 am to 3:30 pm
Term Time only

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About our School





Tang Hall Primary School

Tang Hall Primary School is a happy, vibrant, inclusive and diverse school. We have around 250 pupils on roll including a thriving nursery where we welcome children from age 2.

Tang Hall is continuing on its very successful school improvement journey which was confirmed in March 2023 by Ofsted Inspectors. The staff team are determined to provide the best opportunities for the children of Tang Hall and the neighbouring areas. Our skilled and attentive governors are committed to supporting the school whilst providing the necessary challenge to spur us on to even greater success.

Our STARS values underpin everything that we do.



STRENGTH - TRUST - ASPIRATION - RESPECT and SOCIAL RESPONSIBILITY.



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About our Trust

Formed in August 2016, Pathfinder is a successful and well-established Multi Academy Trust serving more than 6,700 children and their families in schools across York and North Yorkshire. Over the past decade, we have grown into a strong and flourishing partnership, bringing together schools that share a commitment to providing the very best education.

We are a supportive learning community; a partnership of like-minded church and community Schools, where a clear and ambitious vision for a high-quality, inclusive education sets the course and permeates all areas of school life. We believe every child should feel a strong sense of belonging, be supported to achieve their potential and have the opportunity to flourish, whatever their starting point or circumstances.

Pathfinder has a proven track record of leading the way; we are a Trust with strong examination results, high-quality teaching and learning, an inspiring curriculum, excellent opportunities for personal development and a wide, varied programme of extra-curricular activities. We work collectively to share expertise, resources and effective practice across our schools, helping to create the very best experiences and outcomes for our children and young people.

Achievement comes in many different forms and we work together to serve and inspire, nurturing aspiration and promoting excellence in all our students. We are committed to ensuring that every child has the opportunity to discover their strengths, develop their talents and build the confidence they need to succeed in school and beyond.

We value the uniqueness and diversity of each school, celebrating their distinctiveness and the contributions they make to the wider Pathfinder community. By working together, while retaining the individual ethos and character of each school, we create a strong, collaborative and supportive partnership that benefits our children, families and staff.

Setting the course

Leading the way

Serving and inspiring

Our family of schools

- Acomb Primary School
- Applefields School York
- Archbishop Holgate's School — A Church of England Academy Founded 1546
- Badger Hill Primary School
- Barlow CE Primary School — Part of the White Rose Federation - One family, branching out together
- Burton Salmon CP School — Part of the White Rose Federation - One family, branching out together
- Chapel Haddlesey CE School — Part of the White Rose Federation - One family, branching out together
- Clifton with Rawcliffe
- Great Ouseburn Primary School
- Hempland Primary School
- Hensall Community Primary School — Part of the White Rose Federation - One family, branching out together
- Heworth Church of England Primary School
- Huntington Primary Academy
- Malton School — A Specialist Science School
- New Earswick Primary School
- Poppleton Road Primary School
- Rufforth Primary School — Inspire · Care · Grow
- St Barnabas Church of England Primary School
- St Lawrence's Church of England Primary School
- Tang Hall Primary School
- Welburn Community Primary School

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Job description

We are looking for

Essential Criteria:

- A full and relevant **Level 3 qualification** in Childcare, Early Years Education, or Supporting Teaching and Learning (e.g., NVQ Level 3, CACHE Level 3).
- GCSE English and Maths at Grade C / Grade 4 or above (or equivalent).
- Proven experience working with children in an Early Years setting.
- Strong knowledge of the EYFS curriculum, child development, and phonics programmes.
- Excellent communication skills and the ability to build positive relationships with children, staff, and parents.
- Strong SEMH skills.

Desirable Criteria:

- Paediatric First Aid certification.
- Experience supporting children with SEND or speech and language needs.
- Familiarity with online learning journals (e.g., Tapestry)
- Food Hygiene Certificate

At **Tang Hall Primary School**, you will be part of a warm, supportive, and inclusive school community, backed by the wider opportunities and resources of **Pathfinder Multi Academy Trust**.

Key responsibilities

- **Learning Support:** Plan, deliver, and evaluate engaging small-group and one-to-one learning activities aligned with the EYFS statutory framework.
- **Observation and Assessment:** Contribute to pupil observations, learning journeys, and next-step planning to track developmental progress.
- **Pastoral Care:** Support the social, emotional, and physical well-being of all pupils, including assisting with personal care and hygiene routines where needed.
- **Classroom Environment:** Help prepare, maintain, and organize inspiring indoor and outdoor continuous provision areas.
- **Inclusion:** Provide targeted support for children with Special Educational Needs and Disabilities (SEND) or English as an Additional Language (EAL).
- **Safeguarding:** Maintain high standards of health, safety, and child protection at all times in line with school policies.

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Professional development

The professional development of our staff is a key commitment of the Trust and we have a career pathways programme to ensure we recruit, develop and retain the very best colleagues.

TEACHING STAFF

Our career pathways programme for teaching staff begins with Initial Teacher Training and supports colleagues throughout their career, from becoming an excellent classroom practitioner to progressing into middle and senior leadership roles and beyond.

At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide the highest quality research-proven CPD.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



SUPPORT STAFF

Support staff in our schools benefit from our Learning, Training and Development programme, which aims to ensure that all colleagues have access to the skills, knowledge, qualifications and resources they need to fulfil their roles to the highest standard. The programme provides opportunities for colleagues to develop their expertise, build confidence and continue their professional development, supporting both their current role and future career aspirations.

At Pathfinder, support staff will:

- be confident in fulfilling their role to the highest level.
- act as a source of support, advice and guidance to their colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to posts at the next level.



PATHFINDER LEADERSHIP ACADEMY

Partnering with the National Society for Education, the Pathfinder Leadership Academy has been designed to identify, develop and support colleagues to progress into positions of middle leadership and beyond.

Pathfinder Teaching School Hub

Proudly delivering Initial Teacher Training and Education, Appropriate Body services, the Early Career Framework and National Professional Qualifications across our urban, rural and coastal school communities.

Pathfinder Education Partnership

Working in partnership with our urban, rural and coastal school communities to champion, sign-post, design and deliver high-quality professional development across Yorkshire and the Humber.

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Benefits of working at Pathfinder

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

PENSION SCHEME

Pathfinder staff are offered membership of either the Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as the employee paying into the scheme (banded, based on earnings) the Trust also pays into the scheme on the employee's behalf at the following rates (regardless of earnings).

Local Government Pension Scheme
The Trust contributes an additional 19.9 of your salary.

Teachers' Pension Scheme
The Trust contributes an additional 28.68% of your salary.

STAFF BENEFITS PLATFORM

Perkbox, our employee benefits platform, gives staff access to all of our benefits in one easy to use and convenient place. Perkbox also provides exclusive benefits through their platform and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits schemes.

CSSC SPORTS AND LEISURE

Our staff benefits scheme with CSSC gives staff access to over 4,500 benefits, offers and activities including savings at restaurants, cinemas, gyms, theme parks and attractions; up to 70% off shopping with thousands of online and high street retailers and a free health and wellbeing portal for courses, classes and content.

TES MAGAZINE SUBSCRIPTION

Pathfinder staff have free access to the online TES magazine, helping you stay up to date with the latest education news, expert analysis and developments in teaching and learning. With a wide range of articles, insights and practical ideas, TES provides a valuable resource to support your professional knowledge and development.

EMPLOYEE ASSISTANCE PROGRAMME

Making sure everyone at Pathfinder gets the support they need whatever their worries, the Employee Assistance Programme provides specialist counselling and resources 24 hours a day, 365 days a year. The service is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. You can also access:

- Emotional support and counselling
- Six sessions of in person or telephone counselling
- Access to online Cognitive Behavioural Therapy
- Specialist information on work-life balance
- Financial and legal advice

ABLE FUTURES

As a Trust, we are subscribed to Able Futures which provides up to nine months of confidential, no cost advice, guidance and support from mental health professionals to help you cope with work while you manage a mental health condition such as anxiety, depression or stress.

DISCOUNTED BUS TRAVEL

The First Bus Commuter Travel Club provides employees with exclusive discounts on work and leisure travel using First Bus services. The scheme offers a convenient and cost-effective way to travel, helping to save money on regular journeys as well as travel during free time. The benefits include:

- Savings on discounted monthly bus tickets
- Unlimited bus travel in your chosen zone
- Tickets delivered straight the First Bus app
- Spread the cost of annual travel

FREE WILL WRITING SERVICE

Estate planning and will writing specialists Durham McCarthy are able to offer Pathfinder employees a free will writing service to help you plan for your future, protecting your family and loved ones.