



The Rudheath Senior Academy

Teaching Assistant

SEN and Inclusion Team

National Joint Council Pay Scales

Suitable for new or experienced candidates

Middlewich Road, Northwich, Cheshire, CW9 7DT

www.rudheathsenioracademy.org.uk



About the Role

Teaching Assistant

September 2026



Teaching Assistant

Are you looking for a role where no two days are the same- one that is challenging, rewarding, and truly fulfilling? If so, Rudheath Senior Academy could be the perfect place for you.

We are excited to offer an opportunity to strengthen our learning support provision by appointing an enthusiastic and dynamic Teaching Assistant. This is a role where you will leave each day with a genuine sense of achievement, knowing you have made a meaningful difference to the lives of our students.

Teaching Assistants play a vital role in our success, both in and beyond the classroom. You will provide invaluable support to both staff and students, helping young people develop their understanding of the world and enabling them to play a positive role within the school and the wider community.

Key attributes for the role include:

- Experience working as a Teaching Assistant or a background in education.
- A genuine passion for supporting young people in a school environment.
- The ability to work proactively and show initiative in the classroom.
- A strong, relationship-focused approach to working with staff, students, and parents/carers.
- Excellent organisational skills and a reflective approach to practice.

“This school is a friendly and welcoming community. Staff know the pupils well and ensure that they are well cared for.”

- Ofsted, 2023



Key Elements of the Role

Teaching Assistant

September 2026



Key elements of the role will be:

- Supporting teaching and learning within a safe and positive environment, with a strong commitment to raising student progress and attainment.
- Delivering targeted interventions for identified groups of students, working collaboratively with Heads of Year and the SENDCo across whole-class, small group, and one-to-one settings.
- Providing one-to-one support for students requiring additional academic, social, and emotional intervention beyond the classroom.

Responsible to:	SENDCo
Salary:	National Joint Council Pay Scales. SCP4 – SCP6 (£25,185- £25,989 FTE). £19,087 – £19,696 pro-rata per annum.
Key Relationships:	Pupils, Faculty Team, Senior Leadership Team, Teaching & Support Staff, Form Tutors, Parents/Carers
Working Pattern:	32.5 hours per week, Monday to Friday 08:30am – 15:30pm, Term Time Only.
Contract:	Fixed term until 31 st August 2027
Disclosure Level:	Enhanced
School Visits:	If you would like further information, to have an informal conversation, or to arrange a school visit, please contact Christine Williams, Headteacher, by emailing cwilliams@rudheathsenioracademy.org.uk .

The post holder is required to 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.

Job Description

Teaching Assistant

September 2026



Summary of Main Duties and Responsibilities

- To provide targeted intervention for identified cohorts of students, working with Heads of Year.
- To work 1:1 with students who require literacy intervention outside of the classroom.
- To offer 1:1 support during students' timetabled lessons.
- To deliver sessions to students through 1-1 coaching conversations and group discussion. Foster peer-group responsibility, set clear learning objectives and firm expectations around the sessions in order for the students to develop transferable learning skills.
- To work in a variety of ways to support, inspire and challenge students to raise levels of achievement. These may include in-class support, personal organisation of students and their study, supervising enrichment activities and work to support homework.
- To work closely with the SENCo to ensure that the needs of students with special educational needs are met.
- To participate, with other staff, in the comprehensive assessment of students to identify and address barriers to learning.
- To establish good, positive relationships with individual students to help them reflect on their learning.
- To support and deliver aspects of the enrichment programme to ensure students achieve a good balance of experiences.
- To support students with work experience and work placements, supporting the development of work skills and practices, monitoring and reporting on their progress during work experience placements.
- To foster and encourage links between the home and the school to support students' development within the school and wider community.
- To support teaching & learning in a safe and healthy environment with a commitment to raising progress and attainment.
- To enhance students learning by challenging barriers to achievement both inside school context and through work experience.
- To deliver tailored academic and pastoral care, guidance and support with the aim of maximising achievement and opportunities to achieve for all students.
- To be part of the student support team.
- To act as an ambassador for the school in all matters.

Person Specification

Teaching Assistant

September 2026



	Essential	Desirable	Method of Assessment
Education and Qualifications			
Minimum of GCSE (or equivalent) English and Maths at grade A – C (9-4).	X		Application/Interview
Commitment to personal and professional development, including an up-to-date awareness of the development of all aspects of the role.	X		Application/Interview
Experience			
Successful experience of working with young people.	X		Application/Interview
Successful experience of communicating with parents and other stakeholders in a formal settings.		X	Application/Interview
Experience of working with children with special educational needs.		X	Application/Interview
Experience of working in a school environment.		X	Application/Interview
Skills, Ability, Knowledge			
An understanding of and commitment to safeguarding and promoting the welfare of children and young people.	X		Application/Interview
Ability to work with a number of stakeholders, including staff, students and parents/carers.	X		Application/Interview
Well organised, calm, and very positive, confident and assuring.	X		Application/Interview
Able to encourage, inspire, motivate children.	X		Application/Interview
Able to quickly engage and build appropriate relationships with children.	X		
Personal Qualities			
High levels of resilience, integrity, honesty, and credibility.	X		Application/Interview
Motivated and confident in own abilities, self-starter with a can-do attitude.	X		Application/Interview
Excellent timekeeping.	X		Application/Interview
Flexible approach to work.	X		Application/Interview
Self-motivating with a positive outlook and attention to detail.	X		Application/Interview
Ability to build and work as part of an effective team, as well as being able to use initiative and work independently.	X		Application/Interview
Friendly disposition and ability to apply empathy and sensitivity.	X		Application/Interview

Recruitment Information

Teaching Assistant
September 2026



How to Apply

Should you wish to apply for the post, please complete our online application form which is accessed via the vacancies page of the school's website (www.rudheathsenioracademy.org.uk), and send this to recruitment@rudheathsenioracademy.org.uk by the closing date and time.

Closing date: **Friday 3rd July 2026**

Time: **09:00am**

Safeguarding Commitment

The North West Academies trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced Disclosure and Barring Service (DBS).

Diversity in the Workplace

The North West Academies trust values diversity in the workforce and is committed to ensuring that throughout the recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.



Why North West Academies Trust?



Teaching Assistant

September 2026

NWAT believes that an aspirational and inspirational education is the right of every child. Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our pupils.

As specialists in providing high-quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

As part of NWAT we believe that the best possible education can only be provided if children are happy, well-fed and well-cared for. We understand that children learn best through experiences and that skills should be learned through fun, excitement and challenges. Residential, swimming, inter-school sports and special days out take pride of place on all of the Trust school calendars.

For our staff, we offer:

- Flexible working arrangements.
- Enrolment to the Medicash Proactive Health Plan to help with costs of everyday healthcare.
- Access to 24/7 Employee Assistance Programme.
- Accredited counsellor to offer wellbeing support for all staff.
- Positive recognition culture.
- Bespoke professional development opportunities.
- Open door policy for communication across the Trust.
- Opportunity to contribute to the growth and development of NWAT.

*“Opening Children’s
Eyes to the
Wonderful World of
Possibility”*

