Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant

Huntington Primary Academy

Closing date: Friday 11th December 2026 at 08.00am

Interviews: 16th & 17th December 2026

Start date: as soon as possible

Huntington
PRIMARY ACADEMY

Huntington Primary Academy is looking to appoint an enthusiastic, caring and reliable Teaching Assistant to support pupils with high needs/behavioural needs and to work with individual pupils who need extra support both individually and within a small group setting .

The work in a small group setting involves working under the guidance of a room leader in a supporting and exciting working environment where the children are at the heart of the day.

The successful candidate should enjoy working with children and be skilled with behaviour management, particularly those of high needs children with a range of SEND needs.

They will be a highly motivated, resilient and enthusiastic individual who can work on their own initiative as well as part of a team and is able to be flexible and adapt day to day. Previous experience of working in school and knowledge of behaviour management is desirable.

Visits are highly recommended to ask any further questions.

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

Job Title
Teaching Assistant
Reports to
Headteacher/SENCO
Grade/Salary
Grade C SCP 3 (£25,949) reduced pro rata
Additional Information
30 hours per week, 8.40 - 3.10 daily The role is term time only Contract Type - Fixed term to 31 August 2027 Completed application forms should be posted or email to: Mrs Sarah Thomas School Business Manager Huntington Primary Academy North Moor Road Huntington York YO32 9QT sthomas@hpa.pmat.academy

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Huntington
PRIMARY ACADEMY



Our mission is to provide quality teaching and learning for all our pupils, delivering a rich curriculum for the development of the whole child, in a safe, secure, happy, caring and stimulating environment.

Wellbeing and good mental health are incredibly important and we recognise that from time to time children may need help, particularly if they are experiencing difficulties in their personal life. We have three trained ELSA's (Emotional Literacy Support Assistants) in school and regularly receive visits from the Wellbeing Worker.

Resilience is an important life skill and we seek to develop this through our growth mindset approach. We encourage pupils to become confident when tackling challenges and solving problems and to learn from their mistakes.







Pathfinder
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About our Trust

Providing an excellent education from age 2 to 19

Setting the course

Leading the way

Serving and inspiring

Formed in August 2016, Pathfinder is a successful, well-established Multi Academy Trust serving more than 6,600 children and their families across York and North Yorkshire.

We are a flourishing and supportive learning community. A partnership of like-minded Church and Community Schools, where a clear and ambitious vision of a high quality inclusive education **sets the course** and permeates across all areas of school life. 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 opportunities.

We understand that achievement comes in many different forms and work collectively to **serve and inspire**, nurturing aspiration and promoting excellence in all our students. We value the uniqueness and diversity of each of our schools, celebrating this distinctiveness and the contributions they make to the wider Pathfinder community.

Pathfinder 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
- 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

Job Description

Main Purpose of Job

To work within a small group setting to support a small number of high needs pupils under the direction of a room leader. The main aim of the setting is to support and develop social and emotional skills of pupils with the goal of greater inclusion in wider school activities.

Core Responsibilities, Tasks and Duties

- Works under the direction of the room leader, SENCO or a member of the school's Senior Leadership Team to carry out work tasks set by the team. Works with individual pupils or small groups of pupils as directed by the SLT
- Work to a timetable provided by the team leader to carry out core learning tasks, activities and breaks. The candidate will be expected to use own initiative to enable pupils to access the learning activity by application of specific skills, knowledge and experience with and of the pupils.
- Assist the room leader and work as directed in preparation of the setting and resources for planned activities to take place. Use initiative to create a secure and creative environment.
- Assists with assessment and monitoring of pupil progress by providing feedback to the room leader, class teacher and SENDCo on pupils' achievements, progress and problems.
- Assists with record keeping on pupil progress as directed.
- Contribute to meetings with other staff, external professionals and parents regarding pupils.
- Be prepared to collaborate with colleagues to share experience and knowledge of specific skills, experience and knowledge in relation to the pupils and the curriculum. This may include routines, behaviour strategies or administrative and clerical tasks.
- Promote opportunities for inclusion by accompany the children on school visits or sessions at alternative provisions.
- Follows all school policies and procedures, in particular, School's Health, Safety and Security Policy, Child Protection Policy, Behaviour Management Policy, Inclusion Policy, Equalities Policy and Data Protection Policy.
- Makes appropriate use of ICT and adhere to policies relating to it, within their work in line with the school's systems of working.
- May be given specific areas of responsibility within the school that are appropriate to specific skills, knowledge and experience, for example in maintaining curriculum resources in a given subject area, preparing displays etc.
- Contributes to the overall ethos, work and aims of the school.
- Undertakes intimate care tasks as required by pupils needs/medical needs.

Supervision/Management of People

None

Creativity and Innovation

- Monitors and is responsive to pupil learning and behaviour at all times by making adjustments to supervised activities.
- Monitors and is responsive to pupils' personal needs and communication.
- Under the direction of the room leader communicates effectively with teachers, other professionals and parents whenever the need arises and recognises the need to communicate.
- On the basis of their knowledge and understanding of pupils, needs and responses to learning, contributes to the planning and review of the differentiated curriculum and individual education plans/individual behaviour plans.
- Participates in the design of a safe and secure but creative environment based on trust and respect.

Contacts and Relationships

Internal
Contributes to the room leader's planning, teaching and assessment of the curriculum - daily. Enables pupils' access to the planned curriculum and meets personal and social needs - daily. Takes part in departmental or whole school meetings as required. Works in collaboration with other support staff - daily.

External
Provides information about pupils' progress, strategies e.g. inclusion programmes.

Work Environment

- Foster good relationships with the team within The Nest (a behaviour support setting, based in a good sized room with an adjoining outdoor area)
- Work flexibly - may be subject to some change and interruption e.g. unplanned absences of staff and children, unexpected visits by parents and professionals.
- The Nest is an active environment and requires candidates to be engaged at all times in physical and active work. Crouching, sitting on the floor, kneeling, walking and running are all examples of required activities.
- Huntington Primary is a safe place to work and we value our staff welfare however candidates should acknowledge there is a risk of verbal abuse and physical harm from the pupils who may behave aggressively.

Knowledge and Skills

- Communication skills.
- Time management and organisational skills.
- Literacy and numeracy skills.
- ICT capability.
- Knowledge of normal child development and children's personal development needs.
- Knowledge of strategies which promote good behaviour and discipline.
- Ability to participate fully in planned behaviour management strategies including physical intervention, de-escalation strategies and restorative practise.

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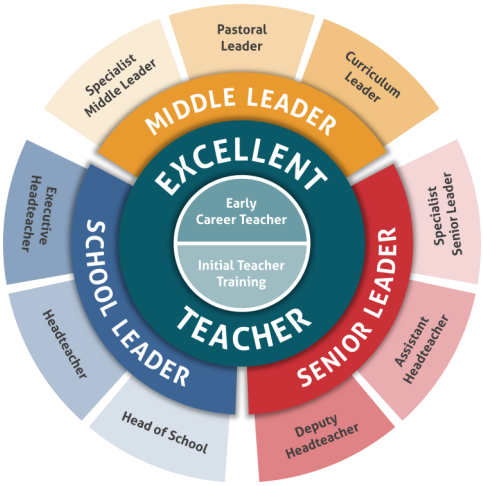
Professional Development

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

For our teaching staff, we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher. At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with 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

Our career pathways programme for support staff aims to ensure that all colleagues are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling their role to the highest level.
- have an understanding of how their role fits into the wider organisation.
- act as a source of support, advice and guidance to 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

Pathfinder Education Partnership

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.

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

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

Local Government Pension Scheme
We contribute an additional 19.9% of your salary.

Teachers' Pension Scheme
We contribute an additional 28.68% of your salary.

Staff Benefits Platform

Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place. Vivup 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.

CSSC Sports and Leisure

Our staff benefits scheme with CSSC gives Pathfinder 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 free health and wellbeing portal for courses, classes and content.

TES Magazine Subscription

All Pathfinder employees have unlimited access to the online TES magazine keeping you up to date with the latest education news, analysis and teaching and learning knowledge.

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

As part of the First Bus Commuter Travel Club, Pathfinder employees benefit from discounts on work and leisure travel using First Bus services. 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.