



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant Level 2

Clifton with Rawcliffe Primary School

Required from September 2026

Closing date: Monday 25th May at midnight

Interview date: Friday 5th June 2026



Clifton with Rawcliffe Primary School are seeking to appoint an enthusiastic and highly motivated Level 2 Teaching Assistant with the relevant qualifications (to support all children (including those with significant SEND) across school.

The successful candidate will join an enthusiastic and creative team in this happy and forward-thinking three form entry primary school in the outskirts of the historic City of York.

The successful candidate will be fully supported to develop professionally, benefiting from bespoke CPD opportunities both at CwR and as part of the Pathfinder Multi Academy Trust. In addition, you will benefit from being part of the Trust's Career Pathway Programme.

All staff at CwR strive to improve and the successful candidate will join a highly ambitious team working hard to ensure the best possible learning and progress for all children in the school.

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

School

Clifton with Rawcliffe Primary School

Job Title

Teaching Assistant Level 2

Reports to

Deputy Head

Grade

TA2 Grade 4, level 1 –4 (£25,114 - £26,319 per annum, reduced pro rata)

Additional Information

fixed term for 1 year

(31 hours 15 minutes per week, term time only)

Completed application forms should be emailed to:

Mrs Gill Johnson, Head of Business & Operations
Clifton with Rawcliffe Primary School
Eastholme Drive, Rawcliffe,
York YO30 5TA
gjohnson@cw.r.pmat.academy



Clifton with Rawcliffe Primary School

Clifton with Rawcliffe Primary School is a special place. With a modern building created from a vision for teaching and learning that prepares children for the demands of life in the 21st Century, the children thrive and develop knowledge and skills that they need for the rest of their learning and working lives.

This is a happy school, where staff and children learn together in a calm and creative environment that focuses on the development of the basic skills. Children learn to work with confidence and independence in open plan learning areas that offer creative and flexible approaches to teaching across the whole curriculum.

The school offers a full range of outdoor and indoor learning facilities in state of the art buildings and grounds. We have a creative and cross-curricular approach which makes sure every day all children are active learners. We believe this is the way they learn best. We seek to foster a positive growth mindset attitude and all our work is underpinned by our core values of respect, responsibility, friendship, resilience and independence.

Children at Clifton with Rawcliffe become articulate and independent young people who make a positive contribution to the local community and move on to continue this at secondary school. We value the partnership with families and the local community and will ensure every child is safe, happy and enjoys their learning at Clifton with Rawcliffe.

***“Preparing children for
a successful future”***





Pathfinder

Multi Academy Trust

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





Job Description

Main Purpose of Job

To work under the direction of class teachers to undertake work, care and support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils.

Core Responsibilities, Tasks and Duties

- Works under the direction of the class teachers, SENCO or a member of the School's Senior Leadership Team to carry out work and tasks set by the teacher. Works with individual pupils as directed by the teacher and under the teachers guidance.
- Carries out work pre planned by the teacher, but will be expected to use own initiative to enable pupils to access the learning activity by application of specific skills, knowledge and experience with the pupil within the guidelines set by the teacher.
- Carries out work planned and prepared by the teacher and in accordance with the teacher's instructions. May be required to adapt work/activities as directed by the teacher.
- Assists the teacher and works as directed in preparation of the classroom and resources for planned work to take place. May involve adapting activities/work as directed by the teacher.
- Assists with assessment and monitoring of pupil progress by providing feedback to the teacher on pupils' achievements, progress and problems.
- Assists with record keeping on pupil progress as directed by the teacher.
- Involved in meetings with other staff, external professionals and parents regarding pupils in a support capacity to the teacher who will normally lead on such matters.
- Supports colleagues across the school staff as directed by the teacher, SENCO or Senior Management Team by application of any specific skills, experience and knowledge in relation to pupils and the curriculum, and to include routine administration and clerical tasks.
- Accompanies other staff on school visits and in other activities outside of the classroom and has responsibility for specific pupils/small groups as directed by the teacher.
- Follows all school policies and procedures, in particular; Health and Safety, Child protection, Behavioural Management, Inclusion, Equalities and data protection policy
- Participates as required in the schools performance management and supervision systems and take part in appropriate training and development activities.
- Makes appropriate use of ICT and adhere to policies relating to it, within their work in line with the school's systems of working.
- Contributes to the overall ethos, work and aims of the school.

Supervision/Management of People

None applicable for this role

Creativity and Innovation

- Monitors and is responsive to pupil learning and the 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 class teacher 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 classrooms and school displays.

Contacts and Relationships

- **Internal:** Contributes to the teacher'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 department 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.



Decisions – Discretion and consequences

- Takes action to meet pupils' needs as they arise to avoid undue physical or mental stress.
- Communicates information effectively to teachers, other professionals and parents whenever the need arises.
- Recognises when it is necessary to make adjustments to planned activities in order to enable a pupil to access the curriculum fully and make progress and discusses these with the class teacher.

Resources

- None applicable to this role.

Work Environment

Work demands

- Under the direction of the class teacher need to implement activities in lessons within school hours as directed. Work may be subject to some change and interruption e.g. unplanned absences of staff and children, unexpected visits by parents and professionals.

Physical demands

- Involves mainly sitting with pupils but may have sustained periods of physical activity, involving bending, crouching, lifting, walking and running e.g. PE lessons, when meeting pupils' personal care needs, physical interventions with pupils, moving children with physical disabilities, following approved procedures.

Working conditions

- Majority of work takes place in the classroom environment, may be involved in outside activities e.g. supervision of playground, sports field activities, off-site educational activities in all weather conditions as required.

Work context

- Risk of verbal abuse and physical harm from a majority of pupils who behave aggressively.
- Risk of injury from moving and handling pupils.
- Risk of exposure to bodily fluids when assisting incontinent children with their personal hygiene.
- Risk of infection when dealing with unwell children.

Knowledge and Skills

- Communications 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 physical interventions, in pupil personal care routines and in moving and handling pupils with physical disabilities safely, using appropriate mechanical and other lifting devices, following recognised procedures.

Position of Job in Organisation Structure

There are no line management requirements of this role.
You will report to the class teacher and Senior leadership team.



Person Specification

| | Essential | Desirable |
|---|-----------|-----------|
| Qualifications | | |
| Suitable qualifications, including in English and Maths | ✓ | |
| Further qualifications, specific to the role of teaching assistant | | ✓ |
| Additional qualifications as applicable to the role | | ✓ |
| Level 3 child care qualification | | ✓ |
| Experience | | |
| Whole class delivery of curriculum areas | | ✓ |
| Working with children on the special educational needs register | | ✓ |
| Planning, assessing and feeding back on pupils work | | ✓ |
| Working in a range of ages across the primary phase | ✓ | |
| Knowledge and Understanding | | |
| Basic understanding of child development and learning | ✓ | |
| General understanding of the curriculum requirements at KS1 & KS2 | ✓ | |
| Understanding assessment procedures that may be used in a primary school | ✓ | |
| Personal Qualities | | |
| Creative, enthusiastic, positive and proactive | ✓ | |
| Approachable, caring and empathetic | ✓ | |
| An excellent team player, forming excellent relationships with adults and children, including parents and external agencies | ✓ | |
| A commitment to safeguarding and putting the needs of children first | ✓ | |
| Flexible, willing to seek out and listen to advice in order to continually improve | ✓ | |
| A sense of humour, making learning enjoyable and rewarding for all involved | ✓ | |



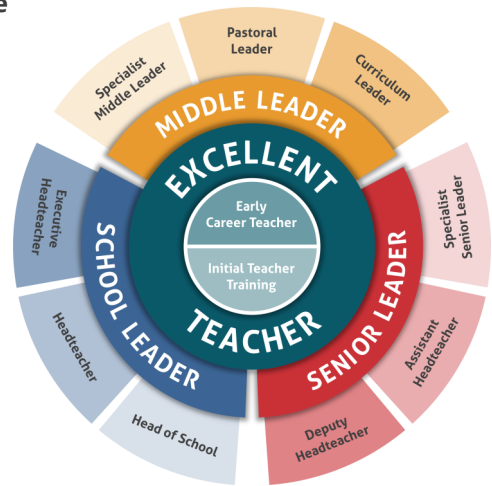
Professional Development

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.



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.



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.