



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant Level 3 Applefields School - York

Required from: **September 2026**

Closing date: **18th May 2026**

Interview date: **w/c 4th June 2026**



Applefields School
York

Applefields School are seeking to recruit multiple Teaching Assistant Level 3 based at Applefields School's mainsite (Bad Bargain Lane). We are keen to support applicants who may be looking for reduced or flexible hours rather than a full 5-day week.

These posts provide general classroom support to students across all provisions in our school, including those with moderate, severe and SEMH needs, children with additional needs on the Autistic spectrum, challenging behaviours, complex medical needs, and PMLD.

About the school

We are a secondary school for children and young people with additional needs based in the Burnholme area of York, UK. We have embedded classes at secondary mainstream schools in the city and post-19 provision in partnership with Linkage Community Trust.

Our students are at the heart of what we do, and with them we will help them to achieve their aspirations. Our school is a rich and vibrant place and one where each young person receives an individual opportunity to learn, grow and achieve.

For more information, please visit our school website applefieldsschool.co.uk. To discuss any aspect of the role, please contact us on **01904 553900**.

GRADE

Grade 6 (Level 1-4)

£28,394 — £30,975 Per Annum (Pay Award Pending)

CONTRACT

Term Time Only—31.83 hours per week (8.45am to 3.30pm , additional hour until 4.30pm on Wednesday for staff meeting)

REPORTS TO

School Leadership / Class Teacher

HOW TO APPLY

Completed application forms should be posted or emailed to:

Sam Willsden — School Business Manager
Applefields School
Bad Bargain Lane
Burnholme
York YO31 0LW

Email: swillsden@applefields.pmat.academy

ADDITIONAL INFORMATION

Applefields school 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 conducted on all shortlisted candidates. These checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance to determine suitability to work with children and young people and keep them safe.



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About our School



Our school is a rich and vibrant place and one where each young person receives an individual opportunity to learn, grow and achieve.

We are a secondary school for young people with additional needs. We have embedded classes at secondary mainstream schools in the City.

Our students are at the heart of what we do, and with them we will help them to achieve their aspirations.

We want our students to 'Own their futures' and live and prosper in society.





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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





Job Description

Core Responsibilities

To work with individual pupils, small groups, and the whole class under the teacher's guidance.

Uses own initiative in delivering and implementing learning activities by application of specific skills, knowledge and experience with and of pupils under the guidance of the teacher.

Assumes Key Worker responsibility for individual named pupils.

Plans and prepares own working in accordance with the teacher's instructions. May be required to adapt work/activities as directed by the teacher.

Contributes to the planning cycle under the guidance of the teacher. Prepares and differentiates work defined within the planning cycle under the guidance of the teacher.

Assists the teacher in preparation of the classroom and resources for planned work to take place.

Contributes to the assessment and monitoring of pupil progress through planned pupil observation, marking, recording and feedback procedures. Contributes to pupils' behaviour welfare and care records.

Works with other adults involved in the education process under the guidance of the teacher and by application of specialist skills and knowledge.

Attends and contributes to meetings with other staff, external professionals and parents regarding pupils under the guidance of the teacher.

Contributes to the school improvement plan by taking responsibility for specific areas of work that are appropriate to the TA's skills, knowledge and experience as identified by the Senior Management Team.

Supervises pupils on school visits and in other activities outside of the classroom under the guidance of the teacher. May be required to support pupils in education activities off site without the immediate guidance or support of the class teacher.

Follows all school policies and procedures.

Participates as required in the school's 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

Under the direction of a member of the leadership team or class teacher, the member of staff will be responsible for the management of a resource area or aspect of school development

Creativity & Innovation

Monitors and is responsive to pupil learning, behaviour, personal needs, and communication at all times by making adjustments to supervised activities.

Communicates effectively with teachers, other professionals, and parents.

On the basis of their knowledge and understanding of pupil needs and responses to learning contributes actively to the planning and review of the differentiated curriculum and individual education plans/individual behaviour plans by recommending changes in targets or provision to the teacher.

Provides advisory support and contributes to the professional development of colleagues in relation to their specialist area of expertise.

Participates in the design, preparation and production of classroom and school displays.

Knowledge & Skills

Excellent communication skills including the use of augmentative communication systems

Excellent interpersonal skills

Time management and organisational skills

Literacy and numeracy skills

Team player and team leader skills, with experience working in multi-disciplinary teams

ICT capability – to produce appropriate resources

In depth knowledge, understanding and skills in relation to their specialist area.

Knowledge of child development and children's personal development needs

Knowledge of strategies which promote good behaviour and discipline

Knowledge of developmental progression in the emotional curriculum

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.

Experience of participating fully in a range of planned intervention programmes for children with emotional and behavioural difficulties, including therapeutic and physical interventions as appropriate.



Job Description

Work Environment

Work demands

Need to implement activities in lessons as planned. Also need to implement actions in relation to specialist area of expertise as required. Work may be subject to some change and interruption.

Physical demands

Involves 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, movement of specialist furniture and equipment, following approved procedures.

Working conditions

Majority of work takes place in 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

Higher risk of verbal abuse and physical harm from a minority of pupils. Contact with members of the public who behave aggressively.

Risk of injury from moving and handling pupils with physical disabilities and caring for and working with small children.

Risk of exposure to bodily fluids when assisting incontinent children with their personal hygiene.

Risk of infection when dealing with unwell children.

May also involve visits in the home – following recognised procedures.

Management of People

Required to supervise other staff including the supervision and induction of supply support staff when directed to.

Management of Resources

May be required to manage a delegated budget with direction and support from leadership

Decision Making

Recognises when it is necessary to implement agreed de-escalation strategies to minimise risk of pupils' behaviour becoming disruptive or dangerous.

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.

Responds to on-the-spot incidents requiring immediate attention/decisions on/off school premises and/or without direct contact with a senior member of staff.

Contacts & 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.

Works in collaboration with other support staff - daily.

Takes part in departmental or whole school meetings as required.

Contributes to the professional development of colleagues.

Contributes to the support for supply teachers.

External

Provides information about pupils' progress, strategies and issues (e.g. therapists, nurses, specialist teachers) and implements joint recommendations.

Shares and discusses pupils' progress and needs and family needs with parents and recommends strategies/courses of action as required.

Shares information and works collaboratively with other support staff (e.g. transport support staff).



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.