



Thorntree
Academy

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APPLICANT INFORMATION

TEACHING ASSISTANT



**Keep In Touch
With Us**

01642 242309 

www.thorntreeacademy.co.uk 

The Greenway, Thorntree,
Middlesbrough, TS3 9NH 

EXTOL
TRUST 



Thorntree Academy

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Dear Applicant,

Thank you for taking the time to look through the following information about our school. We very much look forward to hearing from you as you progress your interest in the post to an application.

Thorntree Academy believes that every one connected with the school should Learn, Thrive & Celebrate, and as such, strive to fulfil the promise to be the following statements:

- Thorntree Academy is a school that makes you proud to be a part of it.
- Thorntree Academy is a school that continuously improves.
- Thorntree Academy is a school that provides an outstanding educational experience and is valued by the community.

To support you in your application process, we strongly urge interested applicants to arrange a visit to our school.

Kind regards.

Mr Paul Watson
Headteacher



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TRUST VISION & VALUES

Extol Trust is an ambitious and collaborative Trust based in the North East of England. The Trust's conception was driven by a passion and a moral belief that all pupils deserve to attend a 'stand out school', where they flourish personally, academically and socially.

We place children at the centre of all we do, aiming to create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning. We are a Trust which works hard to be an employer of choice ; we know we can't have great schools without great staff and we work very hard to recruit, retain and develop our people to be the best they can be.

We place Extol Trust as both a system and civic leader, working with other organisations to advance education for the wider common good. Through the development of purposeful partnerships and true collaboration, we aim to impact not only on our school communities but the wider education landscape. We believe that strong collaborative Trusts should be at the front and centre of shaping education reform.



Mr Craig Nicholson
CEO





TRUST VISION & VALUES

Our aims are reflected in our continual commitment to the 'levelling up' agenda within education and the North East communities that we serve. As a collective we are determined that all pupils, regardless of background or where they go to school, have equal access to a high-quality education which equips them with the knowledge, skills and understanding to realise their ambitions and attain their potential.

OUR CORE VALUES

Inspiration Extol is a Trust that inspires all of its schools to be that "stand out school". We constantly seek inspiration from local, national and international initiatives/research. We passionately believe that by investing in our workforce we develop an inspiring, committed and professional team within each school

Excellence Extol has a focus on excellence in all that we do. We strive to achieve the very best for our schools and their communities. We know that access to an excellent education opens opportunities for individuals and the community in which they live

Partnership Extol knows there is power within a partnership of schools. We believe that a true, inclusive partnership with people driven by the same 'why', allows our family of schools to learn with and from each other.



SCHOOL CONTEXT

Thorn tree Academy is an average sized academy in Middlesbrough. We place great pride in our curriculum and development of pastoral care for children. We focus on real trauma informed approaches with training in attachment theory, adverse childhood experiences and restorative practice leading to notable improvement in behaviour and attitudes, particularly in lessons, across school.

As a school, we have developed our curriculum offer and continue to focus on developing practices:

- We offer a bespoke CPD package for teaching & learning
- We have designed a sequential curriculum which is broad, engaging and relevant to our learners
- Our teachers understand the principles of planning, using effective instruction and responding to pupil needs
- We have robust assessment systems in place which have a direct impact on individual pupil performance

We are proud of **our** school.



ADVERTISEMENT

Teaching Assistants (Band 5)

37 hours / week

Term time only + 5 PDDays

2 Temporary positions for 1 year

Actual salary: £22,102.95 - £22,603.39

We are looking to appoint for September 2026 Teaching Assistants to support teaching and learning.

The successful candidate will be someone who:

- Has energy, enthusiasm and a passion for being part of a lively and inclusive school
- Is creative and full of great ideas – a problem solver
- Is resilient with good strategies to communicate with staff and parents
- Is patient and caring towards our families
- Wants to be part of an amazing school, with a committed staff team
- Willing to work with vulnerable pupils to ensure they excel in a bespoke curriculum

We can offer all candidates:

- Fantastic children, parents and families who deserve the very best
- A talented and hardworking team of staff
- A strong, supportive and inclusive school ethos
- The chance to be part of a school and Trust that values its staff
- The opportunity to shape this important area of work and have a positive impact on our school

JOB DESCRIPTION

Purpose of the role

To work with teachers to support teaching and learning by working with individuals and/or small groups of pupils, adjusting activities within set parameters under the direction, guidance and supervision of teaching staff. n.b. roles at this level do not deliver 'specified work' as defined by the Education Act 2002

Responsibilities

To provide teaching and learning support to individuals and/or groups of pupils in the learning environment.

Working under the direct supervision and guidance of a teacher:

- Assisting in the preparation of work and other activities for pupils in accordance with objectives set by teaching staff.
- Implement planned learning activities and teaching programmes as defined by the teacher adjusting activities within set parameters according to the pupils responses
- Participate in the evaluation of learning activities with teaching staff providing verbal and written feedback on pupils' progress, development and attainment, including providing written and verbal feedback on observations undertaken.
- Working with individual pupils and/or groups of pupils on targets and assisting pupils to meet learning objectives.
- Provide feedback to pupils in relation to attainment and progress under the guidance of a teacher
- Support learning by arranging/providing resources for lessons/activities under the direction of the teacher
- Support pupils in emotional and social well-being, reporting problems to the teacher as appropriate
- Within defined parameters and guidelines, share information concerning pupils with staff, parents/carers/guardians, internal and external agencies as appropriate.
- Support independent learning and the inclusion of all pupils
- Support the raising of educational aspiration in all pupil/parent contact
- Support pupils using IT in their learning activities and develop pupils' competence, confidence and independence in its use.
- Assist in the creation of individual development plans as required by teaching staff
- Support the work of volunteers and other support staff in the setting
- Select, prepare and clear up materials used in the learning environment ensuring that they are available for use as directed by the teacher, including photocopying, filing and the presentation and display of the pupils work
- Support pupils in their social, emotional and personal development
- It is an expectation of the role that jobholders will engage with all pupils as directed by the school in line with the overall goals of the school and the needs of all pupils.
- Promote high standards of behaviour, employ effective de-escalation strategies and where necessary, exercise appropriate physical intervention

Teaching Assistants in this role may also;

- Record basic pupil data
- Support children's learning through play
- Assist with break-time supervision including facilitating games and activities
- Assist with escorting pupils on educational visits
- Invigilate exams and tests
- Assist pupils with eating, dressing and hygiene as required while encouraging independence
- Work with individual pupils with special educational needs
- Work with pupils for whom English is not their first language
- Monitor and manage stock and supplies for the classroom

JOB DESCRIPTION

Indicative Knowledge, Skills, Experience

- Working at or towards national occupational standards (NOS) in supporting Teaching and Learning (core and relevant optional units as required reflected in the NVQ2 and Level 2 Certificate in Supporting Teaching and Learning on the Qualification and Credit Framework (QCF) framework or equivalent experience.
- Awareness of policy, procedures and legislation relating to child protection and health and safety

Professional Standards for Teaching and Learning Support Staff

All Support Staff engaged in teaching and learning should adhere to, and uphold, the following standards;

Personal and professional conduct

- Uphold the ethos, policies and practices of the school
- Through positive attitude, values and behaviours, develop and sustain effective relationships within the school family
- Have due regard for the need to safeguard pupil well-being by following relevant statutory guidance in addition to school policy and practice
- Recognise differences and respect cultural diversity
- Ongoing commitment to practice development through self-evaluation and awareness

Knowledge and understanding

- Be willing to acquire the appropriate skills/qualifications/experience required for the role
- Demonstrate expertise and skill in understanding the needs of all pupils, and know how to adapt and deliver support to meet individual needs setting high expectations in doing so.
- Increase personal effectiveness in the setting through reflective practice and ongoing CPD ensuring that knowledge and understanding are current in doing so
- Support teachers and pupils in achieving positive outcomes through the maintenance of a level of subject and curriculum knowledge relevant to the role
- Understand the role and responsibilities within the learning setting and whole school context in the knowledge that those responsibilities extend beyond a direct support role

Teaching and learning

- Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase levels of pupil achievement
- Promote, support and facilitate inclusion by encouraging participation of all pupils in all learning and extra-curricular activities
- In line with school policy and procedure, consistently apply effective behaviour management strategies
- Contribute to effective assessment and planning by monitoring, recording and reporting pupil progress
- Communicate effectively and sensitively with pupils to adapt to their needs and support their learning
- Through organising and managing physical learning space and resources, support the maintenance of a stimulating and safe learning environment



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PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Qualifications	✓ NVQ Level two (or equivalent) classroom assistant qualification (A) ✓ GCSE or equivalent in English and maths at grade 4 or above (A)	✓ Other Professional qualification (i.e. HLTA) ✓ First Aid qualifications
Experience	✓ Demonstrable experience of working as a classroom or teaching assistant within a primary school environment (A, I)	✓ Experience of working with children of different ages and abilities (A, I, R) ✓ Experience of supporting and working with pupils with a special educational need (learning, behaviour, social and emotional) (A, I, R)
Knowledge/Skills	✓ Excellent IT skills (A, I) ✓ Excellent organisation skills (A, I) ✓ Ability to work as part of a team (A, I) ✓ Ability to use own initiative (A, I) ✓ Excellent communication skills both verbal and in writing (A, I) ✓ Ability to communicate with a range of people including children (A, I) ✓ Be an effective role model for pupils by demonstrating positive values, attitudes and behaviour expected from pupils (A, I, R)	✓ Knowledge and understanding of effective features that support teaching and learning (A, I, R) ✓ Knowledge and understanding of the National Curriculum (A, I, R) ✓ Knowledge and understanding of Safeguarding and Child Protection Procedures (A, I, R)
Additional	✓ Enhanced safeguarding checks	

A – Application Form I – Interview R – Reference



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APPLYING

Requesting an application form

Application form and further details are available via:
www.thorntreeacademy.co.uk/vacancies/

Personal information provided on application forms will be retained and used in accordance with the General Data Protection Regulations (GDPR) 2018 and other legislative provisions. Please review our Privacy Policy at www.thorntreeacademy.co.uk/vacancies/

Please email completed application forms to:

thorntree@thorntreeacademy.org.uk or post to Thorntree Academy by the closing date specified.

Correct postage costs are the responsibility of the applicant.

Closing date for applications: Monday 15th June 2026, 12 noon

Shortlisting: Monday 15th June 2026

Interviews will be held: Friday 19th June 2026