



Teaching Assistant

Cedars Academy Low Fell · Job description and person specification · 2026/27

About the role

Our Teaching Assistants are at the heart of school life. You will help children and young people with complex needs feel safe, understood and ready to learn. No two days are quite the same, but the relationships you build can have a lasting impact.

You do not need to have worked in a school or hold a Teaching Assistant qualification. Experience from care, residential support, community work or supporting a family member is just as welcome. What matters most is your approach to children, your willingness to learn and the care you bring. We would also love to hear from experienced and qualified Teaching Assistants.

You will work with children from early years to Key Stage 2 as part of a supportive class team. We provide induction, training and mentoring, and support you to work towards Teaching Assistant qualifications.

Post details

Job title	Teaching Assistant (EYFS–KS2)
Location	Cedars Academy Low Fell, Ivy Lane, Gateshead NE9 6QD
Contract	Permanent (4 posts)
Hours	Full time, term time only (37 hours per week, 195 days)
Reporting to	Curriculum Lead and Deputy Headteacher, with day-to-day direction from the class teacher
Start date	November 2026, or as soon as possible
Closing date	Friday 6 November 2026, 12 noon
Interview	Wednesday 18 November 2026

Salary and benefits

Grade E, SCP 8–11 (£24,056 – £25,238 per annum) if you hold a Level 3 Teaching Assistant qualification or have equivalent experience. Grade D, SCP 6–7 (£23,307 – £23,678 per annum) if you do not. Salaries are actual, for term-time-only working, at rates from 1 April 2026. All posts also receive the Special School Allowance of £1,590 per annum (pro rata to term time only).

- Local Government Pension Scheme
- Induction, training and mentoring from experienced colleagues
- Cycle to Work scheme and Salary Extras discounts
- An extra paid Wellbeing Day each year
- Free eye test through our Specsavers scheme
- Access to the gym at High Heworth

Job description

Purpose of the role

To undertake work, care and support programmes, support the preparation and maintenance of resources, and help ensure the health and safety of children, in the classroom, outside and in our therapeutic spaces. You will work under the guidance of the class teacher. A commitment to relational practice and positive regard for children is essential.

Supporting children and young people

- Build warm, trusting and professional relationships so every child feels safe, valued and understood
- Support children to access learning, develop communication and confidence, and become as independent as possible
- Recognise and respond to individual learning, communication, sensory and emotional needs, adapting your approach for each child
- Respond calmly and consistently to behaviour that may challenge, seeking to understand what children are communicating
- Support personal care, health and physical wellbeing with dignity and respect, including intimate care, mobility, moving and handling, and eating and drinking, following individual plans and training
- Encourage positive relationships, participation and inclusion in all aspects of school life

Working as part of the class team

- Work closely with teachers and colleagues to create a positive, engaging and supportive learning environment
- Support learning activities and individual learning plans, using initiative and professional judgement
- Observe and share information about children's learning, progress and wellbeing, and contribute to records
- Support emotional and sensory regulation, adapting as needs and situations change
- Help prepare and maintain classrooms, outdoor areas, therapeutic spaces and resources

Contributing to the wider Academy

- Play an active and flexible part in school life, including educational visits, enrichment, transitions and daily routines
- Follow safeguarding, health and safety, confidentiality and other Academy policies, and report concerns promptly

- Take part in training, mentoring and professional development, and reflect on your practice
- Undertake other reasonable duties appropriate to the role and grade

Person specification

Qualifications

Essential	Desirable	How assessed
• Good literacy and numeracy for the role	• Teaching Assistant qualification (Level 2 or 3), Level 3 childcare or other relevant training • Level 2 English and maths (GCSE 4/C or Functional Skills)	• Application form • Interview • Certificates

Experience

Essential	Desirable	How assessed
• Experience of supporting, caring for or building positive relationships with others, from work, volunteering or personal life • Ability to work positively as part of a team	• Experience in education, care or residential settings • Experience supporting children with SEND, communication differences or emotional regulation needs	• Application form • Interview • References

Skills and knowledge

Essential	Desirable	How assessed
• Builds warm, trusting relationships and communicates clearly, adapting to individual needs • Works independently and as part of a team, and responds calmly and flexibly to change • Understands that every child has their own strengths, needs and ways of communicating • Understands the importance of safeguarding, inclusion and professional boundaries • Willing to learn about SEND through training	• Knowledge of child development, SEND, sensory and emotional regulation or relational practice • Experience of alternative communication approaches or specialist resources	• Application form • Interview • References

Personal qualities

Essential	Desirable	How assessed
• Warm, caring and patient, with real enthusiasm for supporting children and young people • Emotionally resilient and adaptable, calm in challenging situations • Empathetic and respectful, seeking to understand the reasons behind behaviour • Reliable, reflective and open to feedback	• Enthusiasm for enrichment and wider school life	• Application form • Interview • References

Other requirements

Essential	Desirable	How assessed
• Satisfactory pre-employment checks (see Keeping children safe) • Able to carry out the duties of the role, with reasonable adjustments where appropriate		• Enhanced DBS • Right to work • Health questionnaire • References

Keeping children safe

We are committed to safeguarding and promoting the welfare of children and young people, and we expect all staff to share that commitment. Any offer is subject to an enhanced DBS check, right-to-work checks, satisfactory references and a health questionnaire. In line with Keeping Children Safe in Education, we will carry out online searches on shortlisted candidates.

Cedars is an equal opportunities and Disability Confident employer. We welcome applications from everyone and will make reasonable adjustments throughout the process.

How to apply

Please apply online through the vacancy listing on our recruitment page, where you can complete your application and upload any supporting documents. Applications must be in by the closing date shown above. We reserve the right to close the vacancy early if we receive a high volume of applications, so please apply early.

We would love you to see our school before you apply. To arrange a visit or a chat about the role, please email Joanne Carr, Deputy Headteacher (joanne.carr@cedarstrust.org.uk) or Gareth Kyle, Academy Business Leader (gareth.kyle@cedarstrust.org.uk).