Teaching Assistant (EYFS-Nursery)

Morpeth Road Academy

Recruitment Pack







wiseacademies.co.uk
Borodin Avenue, Sunderland, SR5 4NX

WISE Academies
Recruitment Pack

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Message from the CEO

Dear Candidate,

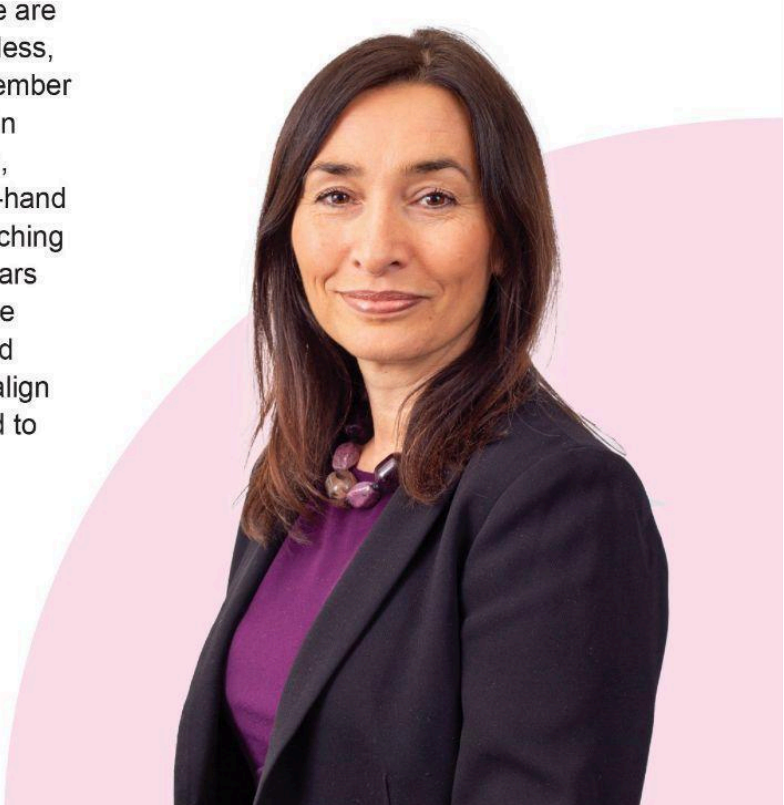
Thank you for your interest in joining WISE Academies. We are a proud and well-respected multi-academy trust rooted in North East England and spread across five Local Authority areas.

The journey of our Trust has been one of growth, achievement and resilience. WISE Academies has a proud track record of school improvement. We have transformed some of the most challenging schools in the country, who serve highly deprived communities, into strong, flourishing schools. These achievements have been recognised nationally which has established our Trust as a trusted, respected organisation.

Our mission is simple yet ambitious: to Inspire Success and Excellence in every child. We help build a solid foundation for lifelong growth and instil in each student the belief that they can achieve any goal they set their mind to. Pupils always come first at WISE Academies, and we are committed to building a legacy of high-performing academies that equip every child to confidently take on the challenges of the wider world.

We are more than just a group of schools; we are a family. At WISE, we believe that our Trust is built not just on shared goals, but on the trusting relationships that unite our staff, pupils, parents, governors, and communities. Our team - the WISE Workforce - is at the heart of our success, and we are committed to attracting and supporting dedicated professionals. We invest in meaningful professional development, identify and celebrate talent, and harness the unique strengths of each team member to propel our Trust forward.

As we continue to grow and look to the future, we are never complacent. Our drive to succeed is relentless, and we are committed to providing every staff member with the resources and support needed to thrive in their roles. At WISE Academies, our central team, leaders, teachers and support staff work hand-in-hand to share best practices and drive exceptional teaching and learning. Our Research School and Early Years Stronger Practice Hub ensure our approaches are current and evidence-informed. If you are inspired by the opportunity to make a lasting impact and align with our vision of excellence, we would be thrilled to welcome you to our team.



Warm regards,

Zoe Carr OBE
CEO
WISE Academies



Our Values and Mission

Our values matter to all of us. They underpin the way we work together to provide an excellent education for our pupils. Our values represent the culture we aspire to every day, guiding our judgments, building trust, and helping us to always be ‘our best’.

Integrity

We always do what’s right and adhere to our moral and ethical principles whilst working honestly with one another.

Partnership

We put everything we have into everything we do and work as one team for the benefit of the communities we serve.

Accountability

We take ownership and responsibility for our work, decisions and actions.

Trust

We are open, transparent and reliable, continuously learning, doing our best to consistently deliver an excellent education for our pupils.

Our Schools

As a family of schools, our vision is simple: We shape children's futures through providing an excellent education. Our schools exist and work hard to inspire each pupil to believe in themselves so they experience great success through our commitment to excellence across their educational journey.

Our schools are located across Newcastle, Northumberland, Sunderland, Durham and South Tyneside. We support our schools as individual schools, as well as providing opportunities for schools to come together and learn from other schools within the Trust.

Eighteen Academies
across the North East

Bothal Academy, Ashington

Central Academy, Ashington

Croftway Academy, Blyth

Malvin's Close Academy, Blyth

Morpeth Road Academy, Blyth

Bexhill Academy, Sunderland

Hasting Hill Academy, Sunderland

North View Academy, Sunderland

Town End Academy, Sunderland

Ashley Academy, South Tyneside

Welbeck Academy, Newcastle upon Tyne

Esh Winning Academy, Durham

St Andrews Academy, Durham

Thornley Academy, Durham

Adderlane Academy, Prudhoe

Prudhoe West Academy, Prudhoe

Haltwhistle Academy, Haltwhistle

Shaftoe Trust Academy, Haydon Bridge



Job Advertisement

Job Details	
Position	**Teaching Assistant EYFS-Nursery – Temporary maternity cover**
Location	WISE Academies Morpeth Road Academy, Blyth, Northumberland, NE24 5TQ
Salary	SCP 5 – 6: £22,631- £22,989 per annum (£26,428 - £26,846 FTE)
Hours	37 hours per week, Term Time only plus 5 days (39 weeks)
Vacancy reference	MR/303608 Please quote this vacancy number when referring to the job

We are seeking to appoint a highly motivated Teaching Assistant to join our enthusiastic team of professionals at Morpeth Road Academy.

We are a welcoming, vibrant, and forward-looking school situated in Blyth. Children may begin their education with us from the age of two and continue through to year six (age 11). We work in close partnership with our sister WISE schools, Croftway and Malvin's Close, to create a strong community spirit and to maximise opportunities for all pupils. We are proud of our highly skilled and dedicated teaching team. Together with our pupils, parents, governors, and staff, we form a cohesive learning community in which children remain at the centre of all decision-making and practice. If you are seeking to join a committed, inclusive, and supportive organisation that values personalised learning and professional excellence, we would be pleased to hear from you.

You will perform a key role in supporting children's learning in all its aspects. You will be required to work with targeted groups and or classes and must have a good understanding of the principles of child development and learning processes.

Our mission is to provide a high-quality educational community, which offers life-changing opportunities in a safe, creative and exciting environment.

The successful candidate will:

- Relevant Early years Qualification e.g.; Level 2 Diploma for the Early Years Practitioner, BTEC Level 2 Diploma in Children's Play, Learning and Development (Early Years Practitioner), Level 3 Diploma in Childcare and Education (Early Years Educator).
- Be experienced in working with children aged 2-5.
- Confidently support quality first teaching of children alongside the class teacher.
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.
- Have good numeracy, literacy and communication skills.
- Have the ethos and philosophy to build good relationships with children and parents, support daily routines in a stimulating and creative setting and help to provide rich experiences to enable our children to become effective learners.
- Have a commitment to safeguarding and well-being of children.
- Be able to use ICT to support learning.

We can offer you:

- The opportunity to be part of a dynamic and passionate team, in the Academy and as part of WISE Trust.
- Exceptionally enthusiastic children and families who love WISE Academies.
- Competitive Salary.
- Local Government Pension Scheme.
- 25 days annual leave rising to 28 after 5 years.

- Excellent wellbeing package including GP appointments, physiotherapy, counselling and support networks.
- Excellent training and peer support.
- A creative environment that supports and enhances our vision and inclusive ethos.
- An attractive and well-resourced school in the heart of its community.
- A commitment to managing staff workload and well-being at all times.
- Ongoing commitment to your professional development.

WISE Academies safeguards and protects its students and staff by being committed to respond in accordance with Local Safeguarding Board Procedures.

The Trust is committed to safer recruitment and pre-employment checks will be undertaken before any appointment is confirmed. The post is subject to an Enhanced Disclosure Barring Service clearance. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to a criminal record check from the Disclosure Barring Services.

The Trust is an equal opportunity employer and encourages applications from as diverse a group as possible.

WISE Academies will also consider carrying out an online search for all candidates to help identify any potential issues that are publicly available online.

Applicants must have authorisation to work in the UK.

You can apply online through the North East Jobs Website, go to WISE Academies Jobs and click Apply for Teaching Assistant EYFS - Temporary - Morpeth Road Academy*

For further details, please see the supporting documents section of this advert. For any queries, please contact WISE Recruitment Team by telephone 0191 7070125 [option 5] or e-mail recruitment@wiseacademies.co.uk

Closing date: 12 noon on Monday 30th November 2026.
Shortlisting: TBC
Interviews: TBC

WISE ACADEMIES
We Inspire Success and Excellence

WE SHINE ADVANCED

Job Description: Teaching Assistant (EYFS-Nursery)

Guidance Notes

WISE Academies is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job Details	
Salary	SCP 5-6
Reporting to	Headteacher and Early Years Lead
Job Purpose	To assist the team of staff in delivering the curriculum in a safe and purposeful learning environment.

Duties and Responsibilities	
	1. Provide a high standard of physical, emotional, social and intellectual care for children. 2. Support the classroom teacher to facilitate the active participation of children in the academic and social activities of the school. 3. Contribute to raising standards of achievement for all pupils. 4. Give support to other staff in all key stages. 5. Implement the daily routine. 6. Plan and implement an age-appropriate programme of activities, in conjunction with other staff. 7. Wash and change children as required. 8. Regularly evaluate children's development and keep records as appropriate. 9. Work with parents of children with special needs to give full integration in the nursery/reception. 10. Liaise with and support parents and other family members. 11. Uphold the WISE Academies philosophy and all safeguarding requirements, including ensuring that children are supervised at all times. 12. Ensure the provision of a high-quality environment to meet the needs of individual children at each stage of development.

Support for the Teacher	
	1. Raise awareness to teaching staff of the strengths and problems of individual pupils. 2. Assist teaching staff in the monitoring, recording and evaluation of pupil's progress, including providing feedback on observations undertaken. 3. Assist in the completion of learning journals.

	4. Assist in the assessment of individual pupils. 5. Liaise with the SENCO and teaching staff, to identify the needs of the pupil. 6. Assist in the preparation and review of I.E.Ps including co-ordinating relevant information for I.E.P.s. 7. Set up and use equipment as required to maintain pupils' needs and support their participation in learning tasks and activities. 8. Provide support to teachers in developing effective approaches to manage behaviour and discipline problems. 9. Raise the awareness of academy staff to pressures on pupils which may result in behavioural problems. 10. Assist in the setting of behaviour targets. 11. Assist in compiling and maintaining pupils' records to inform future planning. 12. Assist in the review of the statement. 13. Carry out appropriate schemes of work and programmes set by the teaching staff for pupils and to assist in the preparation of learning materials for this purpose. 14. Manage the planning and programming of specific educational activities for the pupils. 15. Assist in the preparation of work and other activities for pupils in accordance with objectives set by teaching staff. 16. Ensure that school resources are well cared for and appropriately stored.
Support for the Pupil	1. Use specialist knowledge to support pupils. 2. Work with pupils on individual targets set by a member of the teaching staff. 3. Support all pupils included in a mainstream setting, support base, home base, special school, or any other learning environment as appropriate. 4. Support the reintegration of pupils in mainstream education to access the curriculum either on an individual basis or as a member of a small group. 5. Assist in the provision of activities for the fullest development of the pupils which may involve work outside the academy and in the local community. 6. Under the direction of teaching staff or senior colleagues, working independently with individual pupils or groups of pupils if this is necessary. 7. Undertake duties in connection with personal hygiene and welfare

	of pupils as directed by the teaching staff. 8. Apply considerable knowledge and understanding of the curriculum, age range, or SEN as determined by the SEN Code of Practice or the particular needs of the pupils. 9. Provide safe, stimulating play to meet the social, linguistic, creative, physical, imaginative, emotional needs of each child.

Support for the Academy	1. Participate in meetings to review pupil progress and report to the meeting as required, on involvement with pupils. 2. Liaise with educational and health specialists, and outside agencies as required. 3. Support the Senior Management Team in deployment and/or mentoring of TA trainee Level and TA Levels 1 and 2. 4. Assist the academy in promoting, developing and enhancing its strategies and objectives. 5. Contribute to the academy's self-evaluation processes.

Professional Values and Practices	1. Possess high expectations of all pupils; respecting their social, cultural, linguistic, religious and ethnic backgrounds; and being committed to raising their educational achievement. 2. Treat pupils consistently with respect and consideration, and be concerned with their development as learners. 3. In line with the academy's policy and procedures, use behaviour management strategies which contribute to a purposeful learning environment. 4. Work collaboratively with colleagues as part of a professional team; and carry out roles effectively, knowing when to seek help and advice from colleagues. 5. Reflect upon and seek to improve personal practice. 6. Work within the academy's policies and procedures and be aware of legislation relevant to personal role and responsibility in the academy. 7. Recognise equal opportunities issues as they arise and respond effectively, following the academy's policies and procedures. 8. Build and maintain successful relationships with pupils, parents/carers and staff. 9. Assist in planning the curriculum. 10. Inform the Designated person (Child Protection) of any concerns.

Other Responsibilities	1. Safeguard and actively promote the welfare of children. 2. Carry out duties in accordance with full regard to the academies policies and procedures. 3. Participate in schemes of assessment, professional development and review. 4. Assist teaching staff or senior colleagues in escorting pupils home as and when required, as directed by the teaching staff. 5. Attend meetings, liaising and communicating with colleagues in the academy, outside agencies and other relevant bodies. 6. Be an effective role model for the standards of behaviour expected of pupils. 7. Respect the confidentiality of matters relating to learners and other members of staff. The post holder must be aware of and comply with the requirements of the Data Protection Act and Freedom of Information Act. 8. Comply with the Trust Health and Safety policies and procedures. 9. Undertake any training or CPD necessary or appropriate for the effective discharge of their responsibilities. 10. Comply with the Trust policies on equality in all areas of activity. 11. Undertake such other reasonable duties as may be reasonably required within the Academy.

Generic Duties relevant to all members of Staff	**1. Working with colleagues and other relevant professionals** ● Communicate effectively with other staff members, and any key stakeholders ● Collaborate and work with colleagues and other relevant professionals within and beyond the Trust ● Develop effective professional relationships with colleagues **2. Professional development** ● Keep personal knowledge and understanding relevant and up-to-date by reflecting on personal practice, liaising with the line manager and identifying relevant professional development to improve personal effectiveness ● Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the Trust ● Take part in the Trusts appraisal and performance management procedures **3. Personal and professional conduct** ● Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school ● Have proper and professional regard for the ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality

- Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the Trust community
- Respect individual differences and cultural diversity

4. The Trust

The Mission Statement of our Trust is **WE** are a family of schools who exist to **INSPIRE** each pupil to believe in themselves so they experience great **SUCCESS** through our commitment to **EXCELLENCE**. Our philosophy is one of boundless aspiration...the sky is the limit. All staff are expected to be committed to this statement in everything they do

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust's visions and values

All staff should act with professional integrity at all times, following the "Code of Conduct"

Your base location will be identified in your offer of employment. However, you may be asked to work at any of the other Schools within the Trust and you should expect to travel between sites as required.

5. Teaching and Learning

This is our core principle and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core principle. This may mean undertaking tasks outside of your area of responsibility where required.

6. Collective Responsibility

At WISE Academies we are one team who, together, all commit to achieving our mission. All staff will be required to mirror our philosophy and take pride in offering a fantastic customer experience to all stakeholders As a WISE Team we always act with **Honesty**, **Integrity** and **Fairness** in everything we do.

7. ICT

- All staff will be expected to utilise ICT and to improve communication and reduce paper use
- Security procedures must be followed when using ICT systems
- All staff are expected to follow the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

8. Health and Safety

- Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust
- In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training and supervision necessary to accomplish those goals.

9. Safeguarding

- WISE Academies is committed to safeguarding and promoting

	the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by WISE Academies Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead. **10. Data Protection** ● WISE Academies takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach, they must inform the Trust Data Protection officer immediately.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

Person Specification: Teaching Assistant (EYFS-Nursery)

CRITERIA	QUALITIES
Qualifications and training	• GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths • Relevant Early years Qualification e.g. - Level 2 Diploma for the Early Years Practitioner - BTEC Level 2 Diploma in Children's Play, Learning and Development (Early Years Practitioner) - Level 3 Diploma in Childcare and Education (Early Years Educator) A full list of relevant qualifications can be found; https://www.gov.uk/guidance/early-years-qualifications-finder
Knowledge	• Knowledge and understanding of the curriculum, age range, learning styles or SEN as determined by the SEN Code of Practice or the particular needs of the school pupils • To have due regard for equal opportunities, confidentiality, child protection procedures and Health & Safety issues • Ensure that pupil's safety is a priority at all times • Have due regard to confidentiality, child protection procedures, Health and Safety, other statutory requirements and the policies of WISE Academies
Skills and Competences	• Be able to work in line with academy policies and procedures • Be able to support pupils in a variety of situations • Assisting in the preparation and review of I.E.P.s • To be able to work cooperatively as part of a team • Ability to support teachers in documenting children's learning and development together with basic administration tasks (e.g., Record keeping copying, displays.) • Be able to support teachers in the monitoring, recording and evaluation of pupils' progress, including providing feedback on observations undertaken • Ability to assist in the assessment of individual pupils and to carry out individual observations together with a good knowledge of how children develop and learn effectively • Be able to support teachers in developing effective approaches to manage behaviour and discipline problems • Have high expectation of all pupils and be committed to raising their education achievement • Capacity to assisting in compiling and maintaining pupils' records (i.e., learning journals) • Undertaking duties in connection with personal hygiene and welfare of pupils as directed by the teaching staff • Be able to use ICT to support learning • Be a role model for pupil in terms of appearance and behaviour • Be flexible and reliable • Be willing and able to provide occasionally cover / supervision in the absence of the class teacher
Personal Qualities	• Commitment to uphold the 7 principles of public life (the Nolan principles) at all times

Notes
This job description may be amended at any time in consultation with the postholder.

Employee Benefits



Access to teachers pension for teaching staff



Access to the Local Government pension for support staff



Generous annual leave, starting at 25 days and increasing to 28 days after 5 years



Flexible work arrangements, appropriate to the role



Employee assistance programme to help with mental health issues or other personal problems



Termly staff recognition awards in every school



Professional development opportunities for all staff: career pathways and professional growth



Wellbeing at the forefront: wellbeing charter, mental health first aiders and carers leave



Access to Blue Light discount

Staff Testimonials

We are proud to provide opportunities of growth and progression for our staff. We have a committed People team that ensures every employee has opportunities to thrive. We have employee engagement forums and staff recognition systems in place to make sure all members of staff are heard and know they are valued.



Katrina DiGirolami

Trust Early Years Lead

" WISE Academies has been extremely supportive of my career progression in several ways including professional development opportunities to help me to develop my skills and knowledge further. Learning and development is encouraged, prioritised and celebrated across WISE. "



Karina Quinn

Class Teacher Malvins Academy

" I started my journey as a Teaching Assistant with a qualified teacher status with the aim to teach. From the start, I have been mentored by experienced staff, signed up for training to further improve my practice and given opportunities to both tutor small groups and teach in class across the school and I now continue to be supported as I start my role as Class Teacher. "



Lindsay Watson

Trust Business and Projects Officer

" Having worked as a primary school teacher for 10 years, when I made the decision to change my career path and move to an administrative role, I wanted the opportunity to continue working within primary education. WISE Academies has allowed me to progress my career in such a role, drawing upon my teaching experience and utilising existing skills whilst also developing new skills and knowledge as part of the MAT's central team as a Business and Project Officer."

Staff Satisfaction











