

The **GALLERY TRUST**

A community of special schools



Northern House
Academy

**Advanced Skills Teaching Assistant
Northern House Academy
Candidate Information Pack
Sept 2026**



Northern House Academy is a special school for primary age children who have been identified as having Social, Emotional and Mental Health difficulties. We currently have 91 children on roll and all our pupils have an Education, Health and Care Plan (EHCP).

We are passionate about children at Northern House having their abilities recognised and celebrated, whilst receiving an excellent education. The whole staff team is committed to very high standards both professionally and in relation to every aspect of our pupils' education.

The school is currently seeking a dedicated and enthusiastic Advanced Skills Teaching Assistant to join our team and contribute to our commitment to delivering exceptional outcomes for every pupil.

Northern House Academy is proud to be part of The Gallery Trust, a community of specialist schools dedicated to improving outcomes for children and young people with SEND across Oxfordshire. Together, we believe that exceptional relationships drive engagement and achievement, innovation drives learning, and specialist expertise enables every child to thrive both in school and beyond. Through collaboration across our schools, we share expertise, develop outstanding practice and create opportunities that positively change the lives of the children and families we serve.

On behalf of the school, thank you again for your interest and we look forward to hearing from you.

Jacob Jeffries
Co-Headteacher

Bex Holmes
Co-Headteacher



Advanced Skills Teaching Assistant

Grade 8

Actual Salary £23,173 - £25,302 per annum

(FTE Salary £31,537 - £34,434 per annum)

31.25 hours per week, 39 weeks per year, term time + INSETs

Starting 1st September 2026

Northern House Academy is seeking a dedicated and enthusiastic Advanced Skills Teaching Assistant to join our team. The successful candidate will play a vital role in supporting pupils with Social, Emotional and Mental Health (SEMH) needs to engage positively with learning and achieve their individual potential. Working alongside teachers, therapists and the wider staff team, you will help create a safe, inclusive and nurturing environment where every child is supported to thrive academically, socially and emotionally.

You will work collaboratively with class teachers to deliver highly personalised learning, adapting your approach to meet the individual needs of pupils and helping to remove barriers to learning. Through positive relationships, high expectations and a consistent, relational approach, you will support pupils to develop their emotional regulation, confidence, independence and readiness to learn.

A key aspect of the role is working flexibly across the academy, providing high-quality classroom support, delivering targeted interventions and contributing to a therapeutic learning environment. You will work closely with colleagues, families and external professionals to ensure pupils receive coordinated, responsive support that promotes positive outcomes both in and beyond the classroom.

The role is underpinned by our core values of happiness, high expectations, nurture, consistency, understanding and positivity.

Who this role suits

The Advanced Skills Teaching Assistant role is ideal for someone who:

- Is passionate about making a positive difference to the lives of children and young people with SEMH.
- Builds positive, trusting relationships with pupils, colleagues and families.
- Is calm, resilient and able to respond positively to challenge.
- Is committed to a relational, restorative and therapeutic approach to supporting children.
- Has high expectations and believes every pupil can succeed.
- Enjoys working collaboratively as part of a multidisciplinary team.
- Is adaptable, reflective and willing to learn and develop their practice.
- Is creative, proactive and able to adapt their approach to meet the individual needs of pupils.
- Shares the academy's values of happiness, high expectations, nurture, consistency, understanding and positivity.

What success looks like in this role

At Northern House Academy, success is defined through being values-led and through relationships, consistency and impact. In this role, you will:

- Build positive, trusting relationships that help pupils feel safe, valued and ready to learn.
- Support teachers to deliver engaging, personalised learning that enables pupils to make meaningful progress.
- Respond calmly and consistently to pupils' individual needs using relational and restorative approaches.
- Promote pupils' emotional regulation, independence and confidence both in and beyond the classroom.
- Work collaboratively with colleagues, families and external professionals to provide joined-up support.
- Demonstrate flexibility, resilience and a commitment to meeting the changing needs of pupils and the academy.
- Reflect on your practice and engage positively in professional development and supervision.
- Contribute to positive outcomes for pupils, including improved engagement, wellbeing, behaviour and achievement.

In return for your energy and enthusiasm, we offer the opportunity to work within a successful, growing and secure public sector organisation, supported by a well-resourced and highly committed team.

Our benefits package includes access to high-quality continuing professional development (CPD), membership of the Local Government Pension Scheme, regular reflective supervision on a one to one and group basis.

This post is subject to satisfactory references which will be requested prior to interview, an Enhanced DBS check, health check, evidence of qualifications and verification of the right to work in the UK.

Benefits of working at Northern House Academy, part of The Gallery Trust

Career Progression

- Be a key member of a friendly and supportive staff team who are dedicated to achieving the best for every one of our pupils
- Participate in high quality professional development opportunities which are tailored to your needs and to your career aspirations
- Develop your career in The Gallery Trust, an expanding and successful organisation which offers opportunities for progression, secondments and collaborative working with colleagues across our schools

Financial

- Competitive salaries for teaching and support staff based on School Teacher Pay and Conditions Document and the NJC Green Book
- Access to LGPS pension linked to salary life assurance
- Contribution towards glasses and eye tests for DSE use
- Salary sacrifice schemes, including childcare vouchers and cycle to work

Wellbeing

- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Excellent induction processes, and strong line management structures to promote your wellbeing at work
- A culture which is open to employee ideas and encourages open dialogue
- Regular staff surveys to gain feedback on wellbeing and to drive improvements
- The opportunity to join colleagues for social events
- Family friendly policies, which promote your wellbeing
- The opportunity to work in a new, purpose-built school building, which offers an exciting environment in which to teach and learn
- Free car parking and cycle storage
- Half termly reflective supervision on a one to one and group basis

Application Process

To apply for this post, please complete an application via MyNewTerm

Application deadline: Friday 10th July at Midday

Interviews will be held: Monday 13th July

If you would like to enquire about the post please make contact with the school on office@northernhouseacademy.co.uk

Please ensure you detail any gaps in employment and use the selection criteria which is contained in the job pack when you prepare your application, as shortlisting for interview will be based on how closely you demonstrate your ability to fulfil the essential criteria.

We do not accept CVs. If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Headteacher. If you have previously worked in a school, your referees must include your most recent Headteacher.

The Gallery Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, health clearance, and Enhanced Disclosure and Barring Check. The Gallery Trust is an equal opportunities employer, and we welcome applications from candidates from all ethnic and community backgrounds.

The Gallery Trust is a Special Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. We strive to provide the best possible specialist learning experience for all pupils.

Our Strategic Aims

- **Places where innovation drives learning** – our schools have a clear purpose, they educate the whole child and prepare them for adulthood. Everything we do, from our curriculum offer to our pastoral care, is meaningful and driven by the needs of learners.
- **Places where relationships drive engagement and achievement** – our schools are built around exceptional relationships. We provide excellent experiences, growth, and opportunities for pupils and staff, and specialist working environments and resources.
- **Places which provide exceptional knowledge and support** – our schools are supported by a skilled and experienced central team which provides high quality school improvement and central support services.
- **Places which inspire and influence** – our schools are committed to collaborating with our local and national partners and communities to ensure that children and young people with SEND receive the education and opportunities they deserve.

As we enter the next phase of our development and build on our many successes, we want to embrace future challenges and opportunities. The Trust is on a continuing journey of expansion, growing from a Multi Academy Trust based on a single academy in 2013, to its position as the largest Special Trust in Oxfordshire. There are currently 7 special academies in the Trust located throughout Oxfordshire, with a further academy scheduled to open in 2027. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

The Board of Trustees believes that by providing the support of highly experienced and specialised school improvement and business teams, school leaders are empowered to focus on the standards of teaching and learning, and in meeting the operational and strategic demands of running their schools.

Advanced Skills Teaching Assistant Job description

Introduction

This job description describes in general terms the normal duties which the post-holder will be expected to undertake. However, the job or duties described may vary or be amended from time to time without changing the level of responsibility associated with the post.

The performance of all duties and responsibilities shown below will be under the reasonable direction of the Assistant Headteachers. The Assistant Headteachers will be mindful of their duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

This job description will be reviewed at least annually and any changes will be subject to consultation. The Trust's grievance procedure will be used to resolve any disagreement arising out of the job description.

Role Purpose

- To support the delivery of high-quality teaching, learning and therapeutic provision, enabling every pupil to engage, achieve and make meaningful progress.
- To provide consistent, relational and inclusive support that promotes pupils' educational, social, emotional and personal development.
- To work collaboratively with teachers, families and external professionals to deliver personalised support, targeted interventions and positive outcomes for pupils.
- To contribute to the implementation of wider pastoral and curriculum provision, adapting practice to meet individual needs.
- To promote the academy's vision, values and ethos by modelling high expectations, positive relationships and restorative practice in all aspects of school life.
- To maintain high standards of professionalism, safeguarding and quality assurance, contributing positively to the continuous improvement of the academy.

Key Tasks

- Support the planning, delivery and evaluation of high-quality teaching and learning, enabling pupils to access the curriculum and achieve their individual potential.
- Deliver targeted interventions and implement agreed education, therapeutic and pastoral programmes to support pupils' academic, social and emotional development.

- Build positive, trusting relationships with pupils, using relational and restorative approaches to promote emotional regulation, resilience, independence and readiness to learn.
- Provide high-quality support for individual pupils, small groups and whole classes, adapting practice to meet individual needs and promote successful participation in learning.
- Work collaboratively with teachers, therapists, families and external professionals to ensure a consistent, joined-up approach to supporting pupils.
- Monitor, record and report on pupils' progress, engagement and wellbeing, contributing to planning, assessment and review processes.
- Promote a safe, inclusive and nurturing learning environment through the consistent implementation of the academy's behaviour, safeguarding and therapeutic approaches.
- Support the development of pupils' independence, communication, social skills and personal development both within and beyond the classroom.
- Work flexibly across the academy to meet the changing needs of pupils and the operational requirements of the school.
- Contribute positively to the wider life of the academy, including enrichment activities, educational visits and school events.

Standards and Quality Assurance

- Work in line with safeguarding policies, procedures and statutory guidance at all times
- Maintain high standards of confidentiality, professionalism and data protection in all aspects of the role
- Ensure all records and case notes are accurate, timely and securely maintained
- Contribute to regular case reviews, reflective supervision and professional development sessions
- Work within agreed frameworks for Early Help, safeguarding thresholds and multi-agency working
- Demonstrate a commitment to reflective practice and continuous improvement
- Ensure all practice is relational and strengths-based

Specific Responsibilities

- Lead the delivery of identified curriculum interventions to support pupils' academic, social and emotional development.

- Support the induction, mentoring and development of Teaching Assistants, modelling high standards of classroom and pastoral practice.
- Deliver targeted support for pupils with complex educational, behavioural or medical needs, adapting provision to ensure positive outcomes.
- Contribute to curriculum development, classroom projects and the organisation of learning resources alongside teachers and senior leaders.
- Undertake Team Teach physical interventions in line with academy policy and training.
- Support educational visits, transport arrangements and wider academy activities as required.

General Responsibilities

- Contribute to the development and culture of Northern House Academy as a new and growing provision
- Work collaboratively as part of a multidisciplinary team within the school
- Participate in regular supervision, training and professional development
- Undertake any other reasonable duties consistent with the nature and level of the role

Selection Criteria Advanced Skills Teaching Assistant

Essential	Desirable
Qualifications and Professional Registration	
<ul style="list-style-type: none"> ● Grade 4 at GCSE in Maths and English (Grade C on old scaling) or equivalent ● in mathematics and English, or suitable equivalent experience 	<ul style="list-style-type: none"> ● NVQ 2 for Teaching Assistants or equivalent
Experience	
<ul style="list-style-type: none"> ● Experience as a teaching assistant in a SEND school 	
Professional knowledge and skills	
<ul style="list-style-type: none"> ● Understanding of child development and learning 	<ul style="list-style-type: none"> ● Team Teach trained

<ul style="list-style-type: none"> ● Ability to self-evaluate learning needs and actively seek learning opportunities ● Ability to work flexibly, throughout the whole school, meeting the needs of pupils in a range of contexts ● Willingness and ability to undertake physical management of pupils, following appropriate training ● Willingness to undertake First Aid training and to attend to the medical, first aid and personal needs of pupils. ● Effective use of ICT to support learning 	<ul style="list-style-type: none"> ● Understanding of relevant policies/codes of practice and awareness of relevant legislation ● General understanding of National Curriculum ● First aid trained
Personal attributes	
<ul style="list-style-type: none"> ● Ability to establish and maintain positive relationships with pupils, colleagues and parents ● Good organisational skills ● Good communication skills ● Ability to remain positive and enthusiastic, including when under pressure ● Strong commitment to raising standards 	<ul style="list-style-type: none"> ● Full driving license

Please ensure that your application demonstrates clearly how you meet the above criteria.