



Cloughwood Academy
Stones Manor Lane
Hartford
Northwich
Cheshire
CW8 1NU

Teaching Assistant – Required as soon as possible.

Term-time Plus 5 days during the holidays 37 hours per week. 39 weeks per year.

Salary: NJC Grade 6 – £28,598 – £31,022 FTE, pro rata to term-time working
(£24,566 – £26,649 payable)

We are seeking a highly motivated and skilled Teaching Assistant to join our dedicated team at Cloughwood Academy, a special school committed to providing outstanding education and therapeutic support for pupils with Social, Emotional, and Mental Health (SEMH) needs.

The Role: Building Purposeful Relationships

This is a key pastoral support role where your primary focus will be on the well-being and positive behaviour of the pupils in your assigned class. You will be an integral part of the classroom team, responsible for:

- **Pastoral Care:** Being the consistent, reliable source of emotional and behavioural support for a specific class of pupils throughout the school day.
- **Classroom Integration:** Supporting pupils during all timetabled lessons, helping them to regulate their emotions and access the curriculum effectively.
- **Lunchtime Supervision:** Providing consistent support and positive modelling during unstructured times like lunch.
- **Behaviour Management:** Proactively implementing and adapting behaviour support strategies to create a calm, safe, and productive learning environment.
- **Relationship Building:** Establishing strong, purposeful, and trusting relationships with pupils to understand their needs and guide their social development.

Who We Are Looking For

The most important qualities for this role are pastoral skill, emotional intelligence, and strong behaviour management expertise. While academic ability is valued, the successful candidate will demonstrate:

- **Exceptional Behaviour Management:** Proven ability to manage challenging behaviours calmly, consistently, and effectively, focusing on de-escalation and positive interventions.
- **Relationship-Focused Approach:** A genuine passion for working with children and young people with SEMH, and the ability to build rapport and trust quickly.

- **Resilience and Patience:** The capacity to remain positive and supportive in emotionally demanding situations.
- **Teamwork:** The ability to work collaboratively with the Class Teacher, SENCO, and other support staff to ensure a unified approach.

Please note: Academic strengths or subject specialisms are **not** the main focus for this position. We are prioritising candidates who can make a significant, positive impact on our pupils' behaviour and well-being.

Why Join Us?

- Make a meaningful, visible difference in the lives of vulnerable young people.
- Work within a supportive school environment that values its staff and invests in professional development.
- Be part of a specialised team trained in trauma-informed and therapeutic approaches.

If you are a compassionate, skilled professional who can help our pupils thrive by fostering safety and consistency, we encourage you to apply.

How to Apply:

Closing date: Wednesday 10th December 2025

Interviews: Thursday 11th December 2025 (PM)

Further details and application forms are available from www.cloughwoodacademy.co.uk/vacancies

Telephone: 01606 537690

Due to the volume of applications received, if you do not hear from the school within 1 week of the closing date, you should assume that your application has been unsuccessful this time.