



RIVER TEES
Multi-Academy Trust

Recruitment Pack

Vacancy: Teaching Assistant

River Tees Secondary Academy

Change lives
through a
career with
our Trust.



RIVER TEES
Secondary Academy

WELCOME

'WE CHANGE LIVES'

River Tees Academy Trust is a forward-thinking trust committed to ensuring the most vulnerable learners receive the highest quality of education and outcomes. We are firmly committed to our workforce and ensure fantastic developmental and wellbeing opportunities for the right candidate.

If you are ready to take the next step in your career, join us as we 'Change Lives'.

We are looking to appoint a committed **Teaching Assistant** who is keen to actively support our learners achieve their full potential academically, socially, emotionally and behaviourally within our **River Tees Secondary Academy**. You will be an active part of a wider team that is highly supportive and will invest in your character, community and currency.

River Tees Secondary develops the character, community and currency of pupils who are excluded or at risk of exclusion from mainstream school and/or have an Educational Health and Care Plan that requires the specialist support of an alternative provision. Changing Lives is our mission and this drives everything we do, in every department.



Who you are and
who you want to be



Links to others and
the wider world



Learning for your
future

OUR TRUST

'WE CHANGE LIVES'

River Tees Multi-Academy Trust is a small but growing Trust in the North East of England serving some of the most disadvantaged communities in the country. We provide the highest quality education for learners who have struggled within the mainstream schooling system. Children and young people are welcomed in to our academies, regardless of their challenges, past history or additional needs.

We use a relational approach with our learners, staff and communities. This helps us build trusting relationships that bring out the best in everyone. All staff are committed to improving the life chances of our learners.

We change lives and save lives through our focus on a highly personalised curriculum that provides Currency, builds Character and engages with the Community. Our whole team work together to safeguard our vulnerable learners and give them the confidence to achieve their educational, social, family and career challenges.

We want our learners to gain the skills, knowledge and qualifications they need to move forward but also to enjoy school and develop a love of learning.

River Tees Multi-Academy Trust was set up in April 2016, The Trust currently operates 5 Academies across the North East of England. RTMAT works with the most disadvantaged learners. Our intent is to ensure we offer the highest quality provision for our cohort of learners, taking account of their additional needs, social deprivation and gaps in learning.

Our ethos and values are rooted in ethical approaches to partnership working and our drive to ensure that disadvantaged learners receive the best possible education.

OUR VALUES

'WE CHANGE LIVES'

River Tees Multi-Academy Trust are committed to changing lives. We help our staff, learners and communities to be:

- Resilient and brave.
- Trustworthy and kind.
- Making a positive difference to learners', staff and our wider communities' lives.
- Aspirational and hopeful.
- Tolerant and respectful.

WELCOME FROM CEO

'WE CHANGE LIVES'

I am delighted to extend a warm welcome to all potential candidates interested in joining the River Tees Multi-Academy Trust. Our organisation is dedicated to fostering an inclusive and dynamic educational environment that prioritises the growth and success of both our learners and staff.

River Tees Multi-Academy Trust was established with the mission of providing exceptional educational opportunities across our diverse network of schools. We believe in nurturing talent, promoting well-being, and maintaining high standards of academic excellence. Our core values are centred around character, community, and curriculum.

We envision a future where every learner is equipped with the knowledge, skills, and confidence to succeed in a rapidly changing world. By championing innovative teaching methods and personalised learning experiences, we are committed to making this vision a reality.

We offer extensive training programs and career advancement opportunities to support your professional growth. Our trust is built on mutual respect and inclusion, ensuring a welcoming environment for all. We value teamwork and collaboration, providing a supportive network to help you thrive. Join us in making a significant difference in the lives of our learners and the broader community.

River Tees Multi-Academy Trust encompasses several schools, each with its own unique character and strengths. We pride ourselves on our ability to cater to a broad spectrum of educational needs. Our schools are committed to providing a safe, engaging, and stimulating learning environment for all learners.

We are excited to learn more about you and your potential contribution to our team. We look forward to welcoming dedicated and enthusiastic individuals who share our commitment to educational excellence.

Thank you for considering River Tees Multi-Academy Trust as the next step in your career. Together, we can empower education and inspire futures.

Christina Jones OBE

CEO

WELCOME FROM HEADTEACHER

'WE CHANGE LIVES'

Dear Candidate,

Thank you for taking the time to consider applying for a role at our school.

I would like to offer you a warm welcome to River Tees Secondary Academy where we believe 'we change lives.'

Our academy is an alternative provision academy (AP) located in Middlesbrough. The academy provides high quality education for learners who have been excluded from school or are at risk of exclusion.

We pride ourselves on our curriculum which is carefully planned to build every child's character, community and currency.

Character: Who you are and who you want to be

Community: Links to others and the wider world

Currency: Learning for your future

This provides every learner with a sense of self and the ability to be successful in their futures.

Our focus on personal development ensures that every learner feels happy and safe in an environment where they are valued and inspired to learn. At our school, we work hard to build strong relationships leading to a family ethos.

When the time comes for a learner to leave us, they will be better equipped for a positive role in society and be more able to make informed choices. We know this because, over time, we have seen many of our learners manage their barriers to education, gain GCSEs and become responsible citizens in society.

This is an exciting time to work as part of a well-established but welcoming staff team within our school as we support our young people on their journey through education.

Our Ofsted recent inspection in February 2025 which graded each of the inspection areas as 'outstanding' demonstrates our high expectations and commitment to 'changing lives'.

We look forward to new staff joining us who share our belief in our young people and want to support our school on this journey of providing our young people with the character, community and currency to be the best they can be.

Stewart Bath

Secondary Headteacher

ABOUT THE SCHOOL

'WE CHANGE LIVES'

River Tees Secondary is commissioned by the Local Authority to deliver education to pupils across Middlesbrough, including those with SEND and those Looked After who have been permanently excluded from school or who are deemed at risk of exclusion.

We have 105 Middlesbrough commissioned places for pupils who have experienced a permanent exclusion and an additional 5 commissioned places for pupils with an EHCP plan for which we are able to meet need. There are also a number of neighbouring authorities who commission a small number of places from us.

Our practice is trauma informed and works on a relational approach, which is tailored to meet pupil needs. This has proved to be successful in building trusting relationships with our pupils and families and supporting them to 'change their life'.

Our Secondary Academy strives to deliver high quality education to permanently excluded and at risk of permanent exclusion pupils.

The Trust and school ethos is 'we change lives' and we do this through our 3C curriculum.

Character: Who you are and who you want to be

Community: Links to others and the wider world

Currency: Learning for the future.

Within our Secondary Academy is the Assessment Centre. This would typically be defined as the Local Authority 6th Day provision however, the LA have commissioned our school to deliver this service on their behalf.

This provision assesses pupils on entry and provides a detailed assessment profile of each learner to support future education. Pupils access this provision for two hours per day as per the commissioning agreement of the Local Authority.

River Tees Secondary is an exceptional school with a passionate and enthusiastic staff team. We see the barriers to education displayed by our learners as a challenge to conquer and both the staff and learner themselves reap the rewards of every small step in progress as we support them on their journey to a successful and fulfilling future.

Our learners, in their own ways, tell us they are very happy here and we work closely with parents and carers to ensure a successful experience for all.

ABOUT THE ROLE

'WE CHANGE LIVES'

Date posted	08/09/2026
Application closing date	23/09/2026
Interview Date/s	w/c:05/10/26
Location	River Tees Secondary Academy
Salary	Level 3: NJC SCP 12-15 (£24,036-£25,235)
Contractual hours	35 hours per week (Term Time only plus PD days)
Working Hours	(Monday, Tuesday, Thursday 8:30 – 4:00, Wednesday 8:30 – 4:30, Friday 8:30 – 3:30)
Basis	Permanent

Our learners access our school at a point of crisis. Their education in mainstream school has not been successful for them, and they have or are at risk of permanent exclusion from their mainstream school. This can cause trauma within a young person's life and for their family. The impact on their future can be significant and that is why we are fully committed to ensuring we deliver a high-quality education through our relational, trauma informed practices. We will break down the barriers to education for each individual and ensure they meet their full potential whilst at our school. Our wider staff teams demonstrate their commitment to Changing Lives, by ensuring that every facet of every young person's school experience is excellent.

We are seeking a dynamic and adaptable individual who shares our passion and commitment to education and wants to change the futures of these pupils through the pivotal role of Teaching Assistant within our school.

You will work closely with a dedicated group of learners where you will build strong, committed and professional relationships with the learners enabling you to effectively support the teaching and learning for your group. You will support a dedicated staff team to identify and meet each individual's needs across the curriculum. Alongside the learners, you will build strong relationships with the learners' primary carers ensuring you provide weekly contact as we rebuild their trust with the education system.

To succeed in this role, you'll need to be organised, self-motivated and resilient. You'll be the sort of person who embraces change, loves a challenge and enjoys working in a role where no two days are the same. You'll be an excellent communicator who uses their compassion and emotional intelligence to form positive relationships with learners, families and colleagues.

Our school celebrates the diversity of our communities. We actively encourage visits to our school school– once you see our work in practice, we are certain you will be committed to joining us in Changing Lives.

You are welcome to contact Robyn Bulmer robyn.bulmer@rtmat.org.uk for an informal discussion about this post prior to application. The Job Description and Person Specification fully outline the requirements of this post and can be found on our website <https://www.rtmf.org.uk/app/os#!/home>

Supporting statements should be written in line with the Person Specification - **CVs are not accepted.**

This post is subject to an Enhanced DBS check, Social Media check and satisfactory references.

JOB DESCRIPTION

'WE CHANGE LIVES'

SUPPORT FOR THE PUPILS

- Use specialist (curricular/learning) skills/training/experience to support pupils.
- Assist with the development, implementation and evaluation of personalised adaptations to meet individual needs through PD targets, SEN Support targets and/or EHCP targets.
- Establish professional, trauma informed relationships with pupils, acting as a role model and setting high expectations.
- Promote the inclusion and acceptance of all pupils within the classroom.
- Support pupils consistently whilst recognising and responding to their individual needs.
- Encourage pupils to interact and work co-operatively with others and engage all pupils in activities.
- Promote independence and employ strategies to recognise and reward achievement of self-reliance.
- Provide feedback to pupils in relation to progress and achievement.
- Provide specific interventions to support pupil's social, emotional, academic and SEN progress.
- Record, report and monitor pupil behaviour and attitude each lesson using the school MIS system
- Assist with the systems and processes to ensure all pupils attend school every day and support in the challenge with pupils and families where this is not the case.

SUPPORT FOR THE WIDER STAFF TEAM

- Work with the teacher to establish an appropriate learning environment.
- Work with the teacher in lesson planning, evaluating and adapting lessons/work plans as appropriate to meet the needs of individual pupils.

- Monitor and evaluate pupils' responses to learning activities and provide objective and accurate feedback to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
- Support the teacher, as directed, to provide live feedback to pupils in lessons and, where appropriate, intervene to scaffold pupil learning.
- Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.
- Administer and assess routine tests and invigilate exams/tests.
- Provide general clerical/admin support e.g. administer coursework, produce worksheets for agreed activities etc.
- Maintain classroom displays to a good standard and in-line with academy expectations.
- Undertake reasonable requests directed by teachers and senior leaders.

SUPPORT FOR THE FAMILIES

- Liaise sensitively and effectively with parents/on a weekly basis.
- Participate in feedback sessions/meetings with parents with, or as directed.

SUPPORT FOR THE CURRICULUM

- Implement agreed learning activities and adjust activities according to pupil responses/needs.
- Implement, monitor, record and evaluate learning interventions such as phonics, Reading Plus with the support of leaders.
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- Determine the need for, prepare and maintain general and specialist equipment and resources.

SUPPORT FOR THE ACADEMY

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

- Be aware of and support inclusion and ensure all pupils have equal access to opportunities to learn and develop contribute to the overall ethos of the academy.
- Establish constructive relationships and communicate with other stakeholders and families to support achievement and progress of pupils.
- Use the MIS system to effectively record and report behaviour, progress and communications in line with academy expectations.
- Attend and participate in regular meetings.
- Participate in training and other learning activities as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Undertake planned supervision of pupils' out of academy hours learning activities.
- Supervise pupils on visits, trips and out of academy activities as required.
- Chaperone on school transport as directed.

EDUCATION AND EXPERIENCE

- NVQ Level 3 for Teaching Assistants or an equivalent relevant qualification.
- GCSE grade C/4+ in English and Maths or equivalent

WORKING CONDITIONS

- Full-time position (Monday, Tuesday, Thursday 8:30 – 4:00, Wednesday 8:30 – 4:30, Friday 8:30 – 3:30)
- Term time only
- The post holder may undertake any other duties that are commensurate with the post.

The above duties and responsibilities cannot totally encompass or define all tasks which may be required of the incumbent. The outlined duties and responsibilities may, therefore, vary from time to time without

materially changing either the character or level of responsibility; these factors are reflected in the post grade. All employees are expected to demonstrate a commitment to the principles of equal rights both in relation to employment issues and service delivery and to adhere to the policies of the Council in performance of their duties.

All employees are expected to respect all confidentiality and principles and practice of the Data Protection Act.

All post holders are required to comply with Health and Safety policies and legislation.

PERSONAL SPECIFICATION

'WE CHANGE LIVES'

Please refer directly to these when forming your supportive documents demonstrating how you are the right candidate for this role.

	Essential	Desirable	Qualifications & Training	Experience	Knowledge & Skills	Other
GCSE Grade C/4+ or equivalent in English and Maths (minimum)	✓		✓			
NVQ Level 3 Qualification for Teaching Assistants or equivalent	✓		✓			
Training in relevant interventions/strategies (phonics, Thrive, Dyslexia etc)		✓	✓			
Experience of working in a Specialist/ Alternative Provision		✓		✓		
Experience of working in an education setting with secondary aged pupils	✓			✓		
Effective working knowledge and understanding of IT to support learning and utilise systems within school	✓				✓	
Working knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies.		✓			✓	
Working knowledge of relevant polices/codes of practice and awareness of relevant legislation		✓			✓	
An understanding of principles of child development, SEND and/or learning processes		✓			✓	
Ability to actively seek learning opportunities to further develop self professionally	✓					✓
Ability to communicate effectively and relate positively to children, adults and colleagues	✓					✓

Ability to work constructively as part of a team and independently.	✓					✓
Dedicated to their practice and development	✓					✓
Punctual and professional	✓					✓
Reliable and flexible in their approach to work	✓					✓
Able to maintain own composition and take control of situations, where required.	✓					✓
Empathetic and supportive to those who face barriers to their learning, behaviour and attendance; actively seeking solutions.	✓					✓