



TRUE LEARNING PARTNERSHIP



Disley Primary School

Teaching Assistant Recruitment Pack

<https://www.truelearning.org.uk/vacancies>



ASPIRATIONAL

We encourage everyone to dream big and pursue excellence.



COLLABORATIVE

We work together, valuing diverse perspectives and shared success.



COMPASSIONATE

We act with kindness, respect, and a genuine desire to serve others.



CURIOUS

We foster innovation and a love of learning for all through inquiry and creativity.



INCLUSIVE

We ensure everyone feels valued, supported, and able to contribute fully.



TRUE LEARNING PARTNERSHIP

Our Mission

To inspire and empower every individual within our trust to achieve their fullest potential.

We are committed to providing a safe, inclusive, and innovative learning environment where compassion and collaboration thrive. Encouraging high aspirations, courage and curiosity, we equip all members of our community with the skills, confidence, and character to make a meaningful, positive impact in their communities and beyond.



Welcome to Disley Primary School, part of the True Learning Multi-Academy Trust

Dear Candidate,

Thank you for your interest in applying for the post of [teaching assistant](#) at Disley Primary School.

This is an excellent opportunity to become part of a high-performing, large primary school that is proud to be a member of our Multi Academy Trust. The governing body of our successful and welcoming school is seeking to appoint a teaching assistant.

We are looking for someone who sets high expectations for children's learning and has a strong grasp of effective assessment practices. A genuine commitment to inclusion and to providing engaging, high-quality learning experiences for all pupils-whatever their needs-is essential. The successful candidate will understand how to raise attainment through the use of a wide range of effective teaching strategies.

Why Disley Primary School?

Disley Primary is a truly special place to learn and work. We are proud of our reputation as a happy, caring school where positive relationships are at the heart of everything we do. Every child is recognised and valued as an individual. Our stimulating learning environment encourages all pupils to achieve their full potential-academically, socially, emotionally, and physically.

We strive to bring the curriculum to life in creative and inspiring ways, delivering both the Early Years Foundation Stage and National Curriculum in a manner that excites and motivates our children. Our school motto, "Proud to Belong", reflects the strong sense of community and high expectations we uphold for every pupil.

Our children are at the centre of all we do. We value the vital partnership between home and school, beginning with our "Home-School Agreement". We welcome and encourage parents and carers to take an active role in school life. Every effort is made to ensure each child feels safe, secure, and happy in school from day one. Our open-door policy means we're always available for a conversation should any concerns arise.

I warmly encourage you to explore our school website at <http://www.disleyprimary.org.uk> to get a real sense of what makes Disley Primary School such a vibrant and supportive community.

If you feel this is the right opportunity for you, we would be delighted to hear from you. We look forward to receiving your application.

Jake Nicklin
Headteacher

Job Description & Person Specification

Salary Range: Grade 5: £26,403 - £28,142 FTE (Actual £10,005 - £10,664)

Contract: 16.25hrs per week over 39 weeks (Fixed term for 1 year)

Start Date: 01/09/2026

Responsible to: Class Teacher, SENCO and Headteacher

Line Managed by: Headteacher

Job Purpose

To work as part of a committed and supportive team to provide high-quality support for pupils, including those with Special Educational Needs and Disabilities (SEND), Social, Emotional and Mental Health (SEMH) needs and additional learning needs. The role will involve supporting individual pupils on a 1:1 basis, leading small group interventions, promoting emotional wellbeing and enabling all children to access learning and achieve their full potential.

The successful candidate will embody the school's values and contribute positively to the nurturing, inclusive and aspirational culture of the school.

Main Duties and Responsibilities

Pupil Support

- Provide targeted support for identified pupils on a 1:1 basis to enable them to access learning, develop independence and achieve individual targets.
- Support small groups of children within the classroom and through planned intervention programmes.
- Deliver interventions as directed by the class teacher, SENDCo or other professionals, maintaining accurate records of pupil progress.
- Adapt support strategies to meet the varying educational, emotional and social needs of pupils.
- Encourage pupils to develop confidence, resilience, self-esteem and positive attitudes towards learning.
- Promote inclusion and ensure that all children are able to participate fully in school life.
- Support pupils with SEND, SEMH and additional needs in line with individual plans and agreed strategies.

Supporting Social, Emotional and Mental Health (SEMH)

- Build positive, trusting relationships with pupils to support emotional wellbeing and engagement in learning.
- Implement agreed strategies to support behaviour, emotional regulation and social interaction.
- Use restorative and nurturing approaches to help pupils develop positive relationships and self-regulation skills.
- Recognise and respond appropriately to signs of emotional distress, reporting concerns to appropriate staff.
- Support pupils during less structured times where required to promote successful transitions and positive interactions.

Supporting Teaching and Learning

- Work collaboratively with teachers to prepare and deliver learning activities.
- Assist in the preparation, organisation and maintenance of learning resources.
- Observe, monitor and record pupil responses and progress, providing feedback to teaching staff.

- Encourage pupils to take responsibility for their own learning and develop independence.
- Support the implementation of Education Health and Care Plans (EHCPs), SEND Support Plans and provision maps where appropriate.

Working as Part of the School Team

- Work effectively with teachers, support staff, SENDCo, pastoral staff and external agencies to meet pupils' needs.
- Support supervision at lunchtimes.
- Attend relevant meetings, training and professional development opportunities.
- Contribute to a positive and supportive team culture.
- Uphold the school's values and ethos in all interactions with pupils, colleagues and families.
- Maintain confidentiality and professionalism at all times.

Safeguarding and Welfare

- Promote and safeguard the welfare of all children.
- Follow school safeguarding, child protection, health and safety and behaviour policies at all times.
- Report any safeguarding or welfare concerns immediately in accordance with school procedures.
- Contribute to maintaining a safe, inclusive and nurturing learning environment.

General Responsibilities

- Demonstrate a commitment to equality, diversity and inclusion.
- Undertake any other duties commensurate with the grade and nature of the post as reasonably required by the Headteacher.

Person Specification

Essential Criteria

Qualifications

- GCSE Grade C/4 or above (or equivalent) in English and Mathematics.
- Relevant Teaching Assistant qualification (Level 2 or above) or equivalent experience.

Experience

- Experience of working with primary-aged children.
- Experience of supporting pupils with SEND and/or SEMH needs.
- Experience of working with individuals and small groups to support learning.
- Experience of implementing strategies to promote positive behaviour and emotional wellbeing.

Knowledge and Understanding

- Understanding of child development and learning.
- Understanding of SEND and inclusive practice.
- Awareness of strategies to support children with SEMH needs.
- Knowledge of safeguarding and child protection responsibilities.
- Understanding of the importance of confidentiality and professional boundaries.

Skills and Abilities

- Ability to build positive and supportive relationships with children.
- Ability to motivate and engage pupils in learning.
- Strong communication and interpersonal skills.

- Ability to work effectively as part of a team.
- Ability to use initiative while following guidance from teaching staff.
- Good organisational and record-keeping skills.
- Ability to remain calm, patient and resilient in challenging situations.

Personal Qualities

- Caring, nurturing and child-centred.
- Reliable, flexible and adaptable.
- Positive and enthusiastic approach to supporting children.
- Commitment to inclusion and equality of opportunity.
- Professional, trustworthy and discreet.
- Commitment to the school's values and ethos.

Desirable Criteria

- Experience of delivering literacy, numeracy or social skills interventions.
- Experience of supporting children with autism, ADHD, anxiety or attachment needs.
- Training in behaviour support, SEMH, nurture approaches or trauma-informed practice.
- First Aid qualification.
- Knowledge of current SEND legislation and guidance.

Safeguarding Statement

Disley Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check, satisfactory references and all other safer recruitment checks.

Core Responsibilities for all Trust Employees

Health & Safety

All staff within the True Learning Partnership are required to remain vigilant, observe all relevant Health and Safety policies and procedures, take reasonable care of their own and others' Health and Safety, report all accidents and incidents, and raise concerns through their line manager, the Director of Business & Operations, the site management team or another member of SLT as appropriate.

Equality & Diversity

Staff employed by True Learning Partnership are expected to promote equality of opportunity for all students and staff, both current and prospective, and to support an environment that values diversity and respect. True Learning Partnership believes that all individuals are of equal value and we are committed to equal opportunities for all.

Data Protection

All staff within True Learning Partnership have a responsibility to ensure that data they are responsible for is accurate and appropriate to the needs of the organisation, and that they are responsible for ensuring any personal data processed for any purpose or purposes in connection with their role in the Trust shall not be kept for longer than is necessary for that purpose or those purposes, in accordance with GDPR 2018.

Safeguarding & Child Protection

True Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the Trust's Safeguarding and Child Protection policy and procedures at all times.

Notwithstanding the detail in this job description, in accordance with the Trust's Flexibility Policy the job holder will undertake such work as may be determined by the CEO from time to time, up to or at a level consistent with the main responsibilities of the job.

Key Information regarding the Application Process

To Apply

Completed application forms should be submitted via My New Term.
Please **do not** include your name when completing your supporting statement.

Only completed application forms will be submitted for shortlisting, CVs will not be accepted.

Key Dates

Closing date for applications: Monday 6th July 2026 at 09:00am.

Interviews will take place on Tuesday 14th July 2026.

Benefits

At True Learning Partnership, we're proud to support our staff both in and outside of work. We're committed to your wellbeing, professional growth, and maintaining a healthy work-life balance.

Our benefits package includes a wide range of support and resources, such as wellbeing tools, a confidential Employee Assistance Programme (EAP), learning and development opportunities, and access to discounts on everyday spending and lifestyle services.

Other benefits include;

- Pension Scheme
- Cycle to Work Scheme
- Eye Care Vouchers
- Seasonal Flu Jabs
- Access to free CPD courses
- Strava – True Learning Runners

Safer Recruitment Information

True Learning Partnership is an inclusive Equal Employment Opportunity employer that considers applicants without regard to gender, gender identity, sexual orientation, race, ethnicity, disabled or veteran status, or any other characteristic protected by law. We welcome applications from all individuals regardless of individual background or circumstance. Please note if you are shortlisted, an online search will be carried out before interview which may identify any incidents or issues that have happened, and are publicly available online, which we might want to explore with you at interview.

True Learning Partnership is committed to safeguarding and promoting the welfare of all children and young people and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people.

The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (one of which must be from the current/latest employer) and evidence of the formal qualifications required for the role.

Trust Safeguarding Statement

True Learning Partnership recognises the important role that our schools and their staff have in the wider safeguarding system for children. ALL staff have a responsibility to provide a safe environment in which children can learn. True Learning Partnership fully adopts statutory guidance "Keeping Children Safe in Education" (September 2025).

True Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our schools are a safe place for children, where our responsibilities for safeguarding children are taken seriously. As a Trust, we are responsible for ensuring that all our schools have thorough and robust child protection and safeguarding policies and procedures.

Should you have safeguarding concerns regarding any pupil at any of our schools, please speak to one of the Designated Safeguarding Leads at that school.

True Learning Partnership Designated Safeguarding Officer is Catherine Holyland, Deputy Head Teacher at Poynton High School. If you wish to contact her directly please e mail Cholyland@truelearning.org.uk

True Learning Partnership Trust Board safeguarding representative is Paul Jarvis. If you wish to contact them, please e mail info@truelearning.org.uk stating that the e mail relates to a safeguarding issue.

Our schools' Local Governing Bodies are regularly updated about child protection, bullying and safeguarding policies and practices by the relevant school Head Teachers, and other members of the Senior Leadership Team. This information is reported to the Trust Board.

For further details on roles and responsibilities, and recording information regarding Safeguarding, please see the Safeguarding Policy and Procedures documents held by each school in our Trust.



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PARTNERSHIP**

Contact Us



True Learning Partnership

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