



Active
Learning
Trust

Candidate Pack
Apprentice Teaching Assistant
May 2026



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Dear applicant



Thank you for your interest in joining the Active Learning Trust. I know that choosing where to build your career is a big decision, and before I share the details of the role, I want to tell you why this is such a special place to work.

At ALT, we do things differently. We are a values-led organisation that believes our people are our greatest strength. We invest deeply in the adults who work with us, because when we help our colleagues grow, our pupils thrive. Ours is a community built on trust, care and ambition – where every member of staff is encouraged to discover their strengths, take opportunities, and know that their work is shaping brighter futures for the children in our care.

We don't see education as just a system; we see it as a moral mission. Every day, our staff bring energy, compassion and commitment to their roles, united by the belief that every child deserves the very best. We stand alongside you with high expectations, professional development, and unwavering support so that together we can achieve extraordinary things.

If you share our values and our passion for making a difference, we would be delighted to hear from you. I look forward to the possibility of welcoming you into our Trust – a place where people matter, potential is nurtured, and purpose drives everything we do.

With warm regards,



Lynsey Holzer
Chief Executive Officer

Active Learning Trust

Overview

Our multi-academy Trust was originally established in 2012 and is currently made up of 1,600 staff across 21 schools in East Anglia, serving over 8,600 young people and their families. Our shared Trust mission of delivering excellence to ensure our young people can thrive and prosper is at the heart of everything we do.

Our trustees fulfil their duties through our Trust Leadership Team, which includes our central team and school leadership teams, working together as one unified organisation with joint accountability. We have an established central team that is not only knowledgeable but also driven by an imperative to deliver the very best for the young people in our care.

At Active Learning Trust, we are restless for excellence and improvement so that our children can thrive and prosper. Deeply rooted in the heart of our communities, people choose to join our trust because we make a difference. We explore the art of the possible to find the right solutions for our children, our people and the wider education sector.

Our Team

Our team is made up of experts across all specialist areas, including education, finance, HR, communications and marketing, estates, governance, procurement, data and IT. Their skills allow us to deliver shared savings and, more importantly, provide essential services to schools, enabling school-based leadership to focus on improving outcomes for pupils in the broadest sense.

- We know our schools exceptionally well and we offer both honest reflection and evaluation of our strengths and areas for improvement.
- We have clear and appropriate plans for continuing to improve the quality of education and pupil achievement.
- We encourage and celebrate the individual characteristics of each of our schools and provide them with a good balance of autonomy central oversight and accountability.

Our People-First Philosophy

At Active Learning Trust, we invest in you from day one. We love working with specialists that are united by their skills and passion for shaping the future of education. We provide tailored coaching, leadership training and clear progression pathways that turn roles into fulfilling, lifelong careers. Guided by our values of open dialogue, bold thinking and supportive teamwork, we put your growth and well-being at the heart of everything we do - so you can focus on making a real difference in our schools and beyond.

Our Values

At the heart of our Trust are five core values that shape our culture and guide every aspect of our work. They influence our interactions, decisions and strategic direction, and they unite our school communities.



I aspire, we achieve



We're curious, creative and bold



A family, not a house share



Comfortable being candid



Humour, humility, humanity



“

ALT creates environments where professionals can be bold and courageous in their practice, bringing about excellent outcomes for both students and staff. Our students receive the best standard of education from practitioners who are motivated to give their best as they are supported by a Trust that treats all with humanity, humility and humour!

More personally, I'm grateful for the CPD and career opportunities presented to me, that have allowed me to grow from an NQT into a Headteacher in 8 years.

Louise Creed
Headteacher, The Albert Pye
and Ravensmere Schools Federation

Our Schools

Active Learning Trust encompasses 21 schools across East Anglia – eight in Cambridgeshire, 12 in Suffolk and two in Norfolk.

Our schools fall naturally into three designated geographical sub-regions – Ipswich, Norfolk & North Suffolk, and mid Cambridgeshire. This allows the Trust to apply 'hub' level school-to-school support and collaborative working along with other mutually supportive arrangements. The synergy this creates has become a key way of working for our teams and continues to develop further over time.

For more information on our schools, please visit our website.

[View our schools](#)



Job Vacancy

Apprentice Teaching Assistant

Start a career in education where every day supports a child to thrive

We are looking for an Apprentice Teaching Assistant to join our team at Hillside Primary, working alongside skilled teachers to help pupils engage in learning, build confidence and overcome barriers. This is a hands-on role, supporting individuals and small groups, contributing to inclusive classroom practice and helping every learner to take part fully in school life. With full training and support, this opportunity suits someone who is motivated to learn, communicates well and brings patience, reliability and a genuine interest in working with children as part of a collaborative, values-led team.

Summary of Key Responsibilities

- Support teaching and learning by working with individuals and small groups under the direction of teaching staff
- Deliver and adapt planned learning activities, promoting inclusion and independent learning
- Assist with monitoring, recording and reporting pupils' progress and behaviour
- Provide pastoral support, including assisting with personal care, wellbeing and behaviour management where required
- Prepare classroom resources and contribute to maintaining a safe, organised learning environment

Why Join Our Trust?

- Belong to a compassionate and inclusive trust that values you and the role you play.
- Join an experienced group of people that are fully dedicated to delivering the best for our children.
- Gain access to our VivUp employee benefit system, Cycle to Work scheme and local government pension scheme.

Contact

If you would like an informal discussion about the role, or for more info, please contact Lucy Wass, Headteacher, at: l.wass@hillsideprimary.co.uk



**Hillside
Primary
School**

Location

Ipswich, Suffolk

Contract

Apprentice - fixed for the duration of the apprenticeship

Salary

Apprentice - Point 4
£25,417 FTE

Closing Date

29 May 2026

Interviews

To be confirmed

Job description

Apprentice Teaching Assistant

Salary: Apprentice - Point 4

Academy Site: Hillside Primary

Reporting to: Headteacher

Main purpose

To work with teachers to support teaching and learning by working with individuals or small groups of learners under the direction of teaching staff and may be responsible for some learning activities within the overall teaching plan.

To provide support to learners who need particular help to overcome barriers to learning, such as those with moderate, severe, profound and multiple learning difficulties and/or behavioural, social, communication, sensory, medical or physical disabilities.

To support the classroom teacher to facilitate the active participation of learners in the academic and social activities of the academy. To contribute to raising standards of achievement for all learners.

To support and underpin holistic learning, through the academy curriculum as well as learners personalised curriculum, which may include social development, personal care and supporting with medical or behavioural needs.

*Please note that some duties will not apply depending on the age range and need of the learners being supported.

Duties and responsibilities

Teaching and Learning

- To work with individuals or small groups of learners in the classroom under the direct supervision of teaching staff
- To work with individual learners with special educational needs and/or with learners for whom English is not their first language, as required
- To implement planned learning activities/teaching programmes as agreed with the teacher, adjusting activities to learners' responses as appropriate
- To participate in planning and evaluation of learning activities with the teacher
- To support independent learning and inclusion of all learners
- To provide feedback to learners in relation to attainment and progress under the direction of the teacher
- To support the teacher in monitoring, assessing and recording learners' progress/activities

- To assist with the development of individual development plans for learners e.g. IEPs, as required
- To support the teacher in behaviour management and keeping learners on task

Resources

- To select, prepare and clear away classroom materials and learning areas ensuring they are available for use, including developing and presenting displays
- To arrange/provide resources for lessons/activities under the guidance of the teacher

Exams, Educational Visits and Other Supervision

- To provide support to identified learners during exams and tests, as required
- To assist escorting learners on educational visits, as required
- To assist with break time or lunch time supervision, as required

Personal and Welfare Support

- To be a key person for identified learners, as required
- To assist learners with dressing, hygiene, eating and any other personal needs, whilst encouraging independence, as required
- To support learners' emotional and social wellbeing, reporting any problems to the appropriate person
- To provide first aid to learners, as required (and where appropriately trained)
- To undertake home visits, as required
- To work within the behaviour policy and practice of the academy, having the learner's needs at the centre

Systems, Policies and Procedures

- To contribute to maintaining a safe and clean environment
- To be responsible for the careful and safe use of academy and learner equipment

Team Involvement

- To demonstrate own duties to and support new or less experienced staff, as required

Building Professional Relationships

- To communicate with learners to support social and physical wellbeing, learning and development and encourage acceptable behaviour
- To establish and build positive relationships with parents/carers and other adults e.g. therapists
- To communicate with staff and parents/carers
- To work with external agencies as appropriate
- To contribute positively to academy development priorities, at an appropriate level

Record Keeping and Information Management

- To provide feedback to the teacher on learner progress and behaviour
- To contribute to observation and assessment procedures, as required
- To monitor and record learner progress, in line with academy practice
- To record and update confidential learner data

Generic responsibilities of all Active Learning Trust employees

- To consistently uphold the Trust's Aims, Visions and Values.
- To work in a co-operative and polite manner with all stakeholders and visitors to promote and enhance the reputation of the academies and Trust.
- To work with children and young people within the framework of the academy in a courteous, positive, caring, and responsive manner.
- To take an active and positive role in the Trust's commitment to the development of staff and review procedures, undertaking training as required.
- To act in a professional way that is consistent with the values and expectations of the Trust.
- To be responsible for promoting and safeguarding the welfare of children and young persons.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks expected to be carried out. It will be reviewed annually in conjunction with the appraisal process and planning for the next academic year. It will be reviewed, and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Reports to Manager.

Person Specification

Apprentice

E = Essential / **D** = Desirable

Qualifications & Training		
GCSEs (or equivalent) in English and Maths, or a commitment to gaining functional skills as part of the apprenticeship	E	
Experience		
No previous experience required – full training provided as part of the apprenticeship		
Some experience (formal or informal) related to the apprenticeship role—for example: Helping younger siblings Volunteering at clubs, sports, or community groups		D
Experience of working with others as part of a team		D
Skills and Knowledge		
Able to communicate clearly and politely with pupils and adults	E	
Able to follow instructions and routines	E	
Willing to learn how to manage time and tasks effectively	E	
An understanding of the need for professional behaviour in a school environment	E	
IT and keyboard skills	E	
Able to interpret information or situations and to solve straightforward problems/make minor decisions	E	

Commitment		
The apprentice should demonstrate:		
Motivation to learn both in the workplace and during off-the-job training sessions	E	
Enthusiasm for completing the apprenticeship programme	E	
A genuine interest in pursuing a career related to the apprenticeship	E	
Personal Qualities		
Embodies the Active Learning Trust's values: <ul style="list-style-type: none"> - I aspire, we achieve - We're curious, creative and bold - A family, not a house share - Comfortable being candid - Humour, humility, humanity 	E	
Commitment to uphold the seven principles of public life (the Nolan principles) at all times	E	
Commitment to maintaining confidentiality at all times	E	
Reliable and punctual	E	
Enthusiastic about working as part of a team	E	
Open to feedback and keen to develop new skills	E	
Kind, patient, and respectful when engaging with pupils and adults	E	
Equal Opportunities		
Commitment to inclusion, equality and diversity	E	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people	E	

Application Process

How to Apply

You can browse and apply for all Active Learning Trust vacancies by clicking the link below to access our recruitment platform. Once you have found the corresponding vacancy, click on the 'Apply Now' button to begin your application. You can save your application and return to it at any time. Please ensure you have completed and submitted your application before the deadline shown on the job advert.

[View current vacancies](#)

Hints and Tips

To increase the chance of your application being considered for the role, please follow these steps:

- Use the Person Specification document to write your application. Consider using the headings and give examples where possible.
- Check for punctuation and grammar errors.
- Ensure your first referee is from your current or most recent employer. If you are employed within a school or academy, ensure you list your Headteacher as your first referee.
- All gaps in employment history must be explained. This should start from the date you left full-time education, including the summer holiday.



Useful Information

As an equal opportunities employer, we welcome applications irrespective of race, gender, religion, disability, sexual orientation and/or age. We value the individuality and creativity that every worker potentially brings to the workforce.

No CVs are accepted in line with requirements of Keeping Children Safe in Education, therefore all applications are required to be completed using the MyNewTerm platform.

The Active Learning Trust reserves the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture. Please be advised that references may be requested prior to interview for roles within our academies, where permission has been given to do so via MyNewTerm.

Candidates are advised that, if shortlisted for interview, they will be subject to an online search of information in the public domain.

This post will come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.



www.activelearningtrust.org