



Pastoral Teaching Assistant Woodside Primary School



Transforming children's lives through
partnership and collaboration





Rob Carpenter
CEO Inspire
Partnership
@robcarpenter

Welcome

Thank you for expressing an interest in applying for the role of Pastoral Teaching Assistant.

We are an ambitious and growing multi-academy trust of ten schools situated in Greenwich, Croydon and Medway, serving diverse and aspirational communities of learners.

We have a track record of excellence and a national reputation for sustainable school improvement, focused on our Partnership Values:

- Collaboration matters
- Excellence in everything
- Community first
- Equity for everyone
- Continuous growth

As a partnership, we always strive to attract the most creative and committed staff who share our belief that success is gained by developing a growth mindset; one which values effort and believes anything is possible

Working for our partnership will provide exciting opportunities for candidates who believe in excellence for all and enjoy working collaboratively.

Our professional development offer is of the highest quality; we are engaged in a range of research projects that are shaping education policy and have an extensive network of schools and organisations we work with.

We work with amazing young people who value strong relationships with adults, are creative and want to learn.

Our curriculum is dynamic, connects learning with global themes, and provides children with opportunities to flourish.

This is an exciting time to join the Inspire Partnership as we build on the achievements of Woodside Primary School since joining the Partnership.

The successful candidate will play a crucial role of supporting the development of our children.

We look forward to hearing from you soon.



Imandeep Atwal
Headteacher

Woodside Primary School

Woodside Primary School, nestled in Croydon, is a vibrant and inclusive community dedicated to providing a life-enriching education for our children. What makes Woodside truly unique is that we nurture children from their very first steps in our 2-year-old Nursery, right through to their transition to secondary school in Year 6.

As a values-led school, we place excellence, integrity, respect, empathy, ambition and responsibility at the heart of everything we do. We recognise the importance of serving our community, and it is our profound belief that it is up to us to provide the opportunities for all members of our community to thrive. We actively build strong parental relationships, modelling our values in all our interactions and engaging families with school life.

Recognised for our inclusive approach, Woodside Primary fosters a safe and nurturing environment where the diverse learning needs of every child are understood and met, where every child feels valued, belongs, and can flourish. We understand and celebrate the unique strengths of all our pupils.

We nurture children's aspirations, ensuring they see themselves reflected in our Global Curriculum, inspiring them to reach for their dreams. This curriculum celebrates diversity and fosters a sense of belonging.

Our ambitious and engaging Global Curriculum is crafted to connect learning to our children's lives, helping them understand their place in the world and how they can contribute.

Improving outcomes for all children, particularly those deemed most vulnerable and whose learning and development require additional support, is a core focus. We understand that learning extends beyond the classroom and value working closely with parents and other support services to help every child succeed.



Our dedicated staff, working alongside every member of our school community, drives positive change at Woodside Primary.

All of our staff prioritise building strong, trusting relationships and actively support children's resilience through kind and consistent approaches.

Striving for high standards and enabling every child to reach their full potential remains a central goal. Collaboration and shared learning with colleagues across our Croydon hub further enhances our ability to provide the best possible outcomes.

Ultimately, we aim to inspire our children through exciting learning experiences, encouraging them to challenge themselves to excel.

The Role

The successful candidate will:

- Be patient and proactive with a positive and solutions focused outlook
- Be resilient and have a good awareness of their own and others' emotional wellbeing, as well as strategies for supporting this
- Have excellent interpersonal skills and be confident to communicate with all children and adults from across our community
- Be an excellent role model for all in our school community in regards to personal behaviours, discretion and interactions
- Be flexible and adaptable in responding to the needs of the school community
- Have an open and inclusive mindset in supporting the schools' diversity and equality agenda

Our benefits include:

- Being part of an ambitious and outward facing Trust with a commitment to staff workload and wellbeing ([Trust Relational Charter](#))
- Ongoing professional development and opportunities to work across the partnership and within other school settings
- Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development
- Enhanced Family Friendly Pay
- Access to Confidential Employee Assistance Programme
- Electric Car Scheme
- Eyecare Voucher Scheme



Pastoral Teaching Assistant
Contract: Permanent, Term-Time
Plus Inset Days
Salary - NJC Outer London -
Grade 4, Spine Point 8-10
(£24,676.20 - £25,395.23 per
annum pro-rata of £30,715 -
£31,610 per annum).
Hours of Work: Monday - Friday -
8:30am - 3:30pm - 32.5 Hours
Per Week (30-Minute break)
Start Date: September Start

How to apply

- Further information about our Trust is available at: <https://www.inspirepartnership.co.uk> or to discuss this opportunity, please contact Imandeep Atwal - Headteacher - latwal@inspirewoodside.co.uk

Visits to our school are essential. To arrange a visit please contact Janine Fernande - HR Officer - jfernandes@inspirepartnership.co.uk

- Deadline for applications: 12:00 PM on the 3rd June 2026
- Interview Date: We reserve the right to interview and appoint at any stage during the recruitment process. Early applications are advised, as interviews will be ongoing.
- [Online application form](#)
- [Applicant guidance](#)

The Inspire Partnership Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced DBS check. The Inspire Partnership is an equal opportunities employer and welcomes applications from men and women of all ages from any background and from candidates with disabilities.

Job Profile

Job Title/Post: Teaching Assistant (Pastoral)

Tenure: Permanent, Term-Time Only Plus Inset Days

Responsible to: The Headteacher

Job purposes

To provide support and guidance to children by removing barriers to learning. Through this work the successful candidate will promote effective participation, enhance individual learning, raise aspirations and support children to achieve their potential. They will offer timetabled support to individual and groups of pupils.

Job Description

- To develop and maintain effective and supportive mentoring relationships with children in order to overcome barriers to learning
- To provide a complementary service throughout the school that enhances existing provision in order to support learning, participation and encourage social inclusion
- Support learning and personal development through one to one and group mentoring
- To plan individual and group mentoring programs which provide a range of strategies that will motivate, challenge and empower further learning and will help children to make positive changes
- Support children to make transitions in their lives
- Respond to the needs of children who have experienced trauma and/or in crisis following the school policy and recording systems, including during dysregulated moments
- Identify pupils at risk of disengagement and implement early interventions to address barriers to learning
- To develop additional and alternative interventions and activities that support desired outcomes, build self-esteem and encourage learning and social interactions
- To liaise closely with all staff in school to ensure they understand and support the strategies being used to develop pupil's skills for engaging in learning and positive behaviours
- To communicate with parents where appropriate in ensuring a joined up approach in supporting children
- To contribute and follow safeguarding and child protection procedures of the school's policy
- To support disagreements amongst children through the use of restorative approach strategies
- Support vulnerable children during break times and lunch times engaging them in play and building social skills through positive play
- Work as part of the Inclusion Team to ensure a consistent, joined-up approach across the school

- To attend to pupils' personal needs including help with social, welfare and health matters, including minor first aid
- Support the organisation and supervision of educational visits and off-site activities
- To operate within agreed legal, ethical and professional boundaries when working with children and those involved with them
- Ensure own professional competence remains sufficient to provide effective support by seeking support for your practice and development
- To attend training and professional development sessions
- Maintain confidential information in line with the policies and procedures of the school
- Complete administrative duties relevant to the role, including planning, record keeping and reports
- Undertake other duties, appropriate to the post, as may be required from time to time, including in class support
- Uphold and promote the school's values, policies, and equal opportunities principles
- Comply with school Health and safety policy, maintain personal security and safety, and be alert to the security of others
- To support the schools' safer handling policies and procedures
- To support the implementation of the school's behaviour policy, including on internal exclusions

Person Specification

Experience

- Proven successful experience of facilitating educational activities leading to achievement by pupils who experience additional learning needs and/or emotional social behavioural difficulties is essential
- Experience, or willing to learn, delivering intervention programmes such as ELSA, Draw to Talk, Lego Therapy
- Supporting children with restorative practice

Knowledge

- Understanding of safeguarding, child protection, health and safety, equal opportunities, and confidentiality procedures
- Knowledge of behaviour management strategies and restorative approaches

Skills and Abilities

- Strong interpersonal and communication skills
- Ability to relate well to children and adults, understanding individual needs
- Good influencing skills to encourage positive social interaction
- Good literacy, numeracy, and IT skills
- Effective organisation, calmness under pressure, and the ability to prioritise.
- Positive, enthusiastic, and committed to supporting pupil progress

The Inspire Partnership

Information about the trust



About us

The Inspire Partnership is passionate about transforming the future for our children through partnership and collaboration. Placing children at the centre of all we do, we aim to create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning.

This comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

At the Trust's inception, we recognised each of our founding schools required an alternative approach to improvement which focused more on relationships, connectedness and interdisciplinary approaches to learning.

This is why collaboration is central to our mission. It binds schools together as communities, reminding us that we exist in the People Age. The emphasis on transformation exists because our schools have all required rapid systemic improvement in practice.

Partnership and collaboration benefit us all and help school communities become stronger.

Our values

Collaboration matters because this creates shared agency amongst staff, pupils and our wider communities. We are stronger together and can achieve more through working in partnership.

Excellence in everything because we believe learning is an artform, measured best through the journey and the quality of the outcome. Excellence is inclusive because it creates a shared expectation in everyone to achieve.

Community first connects our mission to transform lives with our vision to ensure pupils have the skills, qualities and attitudes to achieve the very best. Leadership behaviours for everyone are rooted in serving communities, especially those who need us most.

Equity for everyone exists to ensure we are fair, enact ethical leadership and strive to remove barriers to learning wherever they exist.

Continuous growth applies to us as leaders of learning as much as children discovering the joy of learning. We all have the capacity to grow new skills, learn knowledge and gain new experiences. We grow best in a climate of trust, reciprocity and connectedness.

Our story so far



In 2013, the partnership was formed from 3 primary schools in Greenwich - Foxfield Primary School, Rockliffe Primary School and Woodhill Primary School. We established a common curriculum framework, a suite of professional development training and networks of excellence shared between our staff.

Within 2 years, all 3 schools had improved provision and outcomes for pupils and were judged to be good or outstanding by Ofsted and external partners.

The partnership had established a mature framework for school-to-school support programmes, delivered both locally and across the country.

In 2017 we were invited by Medway to support Maundene and then Elaine primary schools, both underperforming with declining standards and pupil outcomes way below national expectations.

Within a year of joining the Trust, each school had demonstrated rapid improvement.





In 2020, we began a new journey with 4 schools joining the Trust. Delce Academy joined us in March 2020, followed by Forest Academy, West Thornton Primary School and Woodside Primary School in April 2020.

Despite the challenges of lockdowns and the pandemic, as a family of 9 schools we have continued to serve and strengthen relationships in our communities and to achieve our mission of transforming children's lives through partnership and collaboration.

In 2022, Forest Academy, Elaine Primary School and Maundene Primary School received inspections from Ofsted and we were proud to share the vastly improved positive transformation of the schools which were reflected in the good outcomes of all three reports.



In 2024 Delce Academy and West Thornton Primary School were inspected by Ofsted and we were delighted to have the schools' hard work validated with good and outstanding outcomes. Both schools had been judged as inadequate before joining the partnership.



In 2025 we will welcome Chattenden Primary School, Medway, into the partnership as we continue to grow our Trust.

Working with us

Our mission to transform children's lives through partnership and collaboration comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff.

What sets us apart is the opportunity for you to work at the cutting edge of educational thinking and practice.

Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

If we create a culture where every teacher believes they need to improve, not because they are not good enough but because they can be even better, there is no limit to what we can achieve. - Dylan Williams

Terms and conditions

We recognise the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book'). We also recognise the framework for teachers pay set out annually in the School Teachers' Pay and Conditions Document.

Similarly, we recognise the support staff terms and conditions that are set out by the National Joint Council for Local Government Services National Agreement on Pay and Conditions (the 'Green Book')

Pay and pensions

You will be paid monthly into your nominated bank account and you will be able to access your payslips online. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

Continuous service We recognise continuous service in line with the Redundancy Payments (Continuity of Employment in Local Government etc.) Order 1999.

Our benefits

Within our partnership, we want to ensure that whilst supporting our wonderful pupils and communities, you feel valued as a colleague, and that your important contribution is fully recognised and appreciated.

As a values-based organisation, we want to ensure that your lived experience at work is rewarding, enriching and supports you to reach your goals both personally and professionally.

As a colleague of the Trust here are some of our great benefits:

Collaboration - We don't just talk about it, we live and breathe it in everything we do. As a member of staff you will experience a range of activities which allow you to work closely with colleagues not only in the Trust but across a variety of networks and partnerships as you share ideas and best practice. We are a Trust where innovation and new ideas are welcomed and encouraged.

Workload and Wellbeing - We have pledged our support to the DfE's Wellbeing Charter and as an ambitious and outward facing Trust we go beyond this through our commitment to staff workload and wellbeing as outlined in our [Trust Relational Charter](#)).

This includes the opportunity to provide feedback on matters that directly relate to you and your workload and wellbeing through a variety of mechanisms. As well as support from wellbeing champions and Mental Health First Aiders, you and your family will have 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance.

Employee recognition - We value the contribution of all staff across the partnership and take every opportunity to thank them for this as well as celebrate local and Trust-wide achievements through shout-outs in school briefings, our Partnership Press and the annual Trust Awards.

Professional development - You will be provided with ongoing professional training, development and opportunities tailored to your learning needs throughout your career. Including Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development.

Pay progression - No matter what role you do, pay progression is offered.

Pension schemes - All staff have access to two of the most attractive national pension schemes - Teachers' Pensions Scheme and Local Government Pension Scheme.

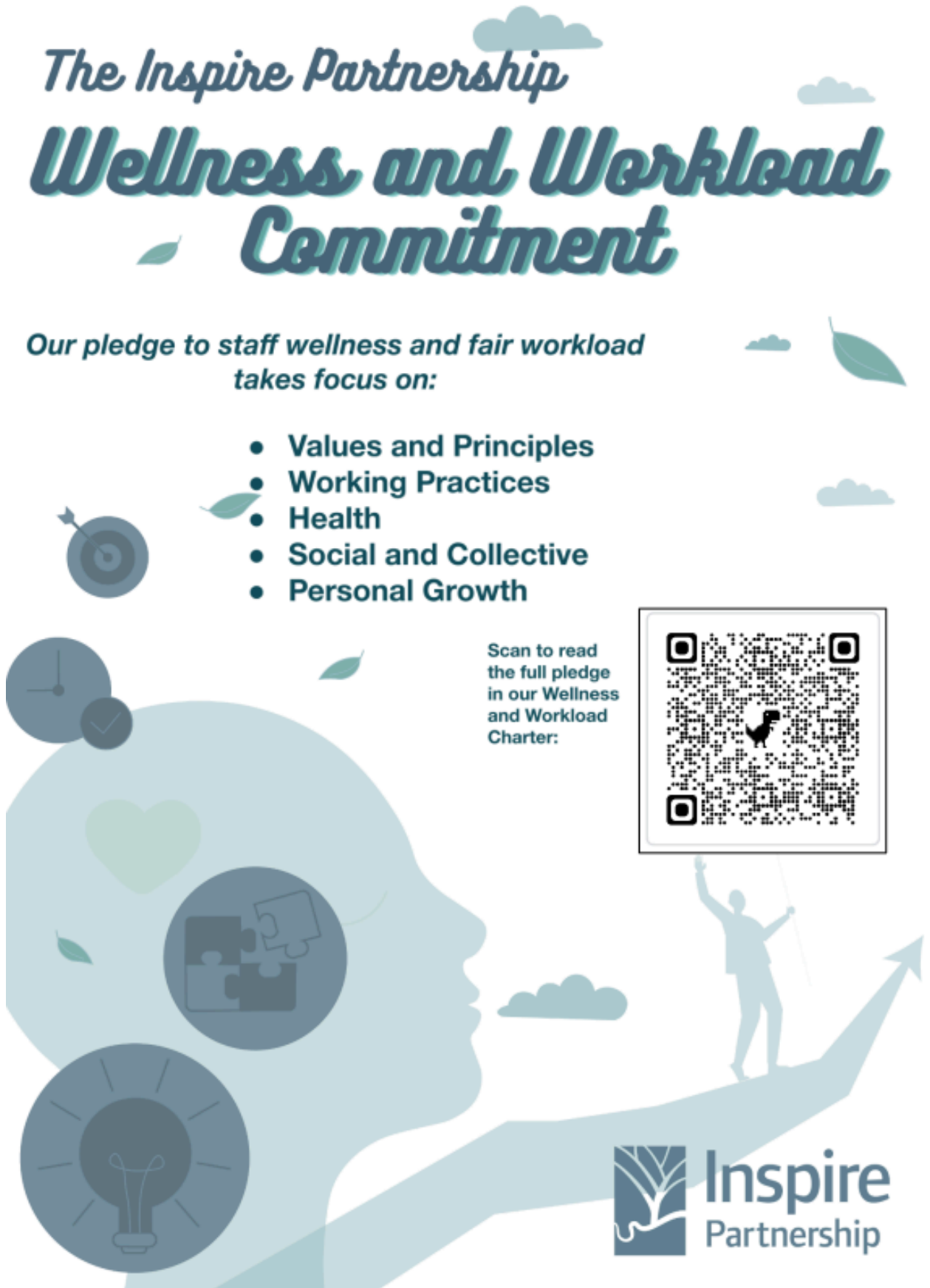
Electric car scheme - Eligible staff can access this scheme through salary sacrifice, making electric cars more affordable.

The Inspire Partnership **Wellness and Workload Commitment**

**Our pledge to staff wellness and fair workload
takes focus on:**

- Values and Principles
- Working Practices
- Health
- Social and Collective
- Personal Growth

Scan to read
the full pledge
in our Wellness
and Workload
Charter:



Our schools

Greenwich



Foxfield Primary School
Co-Headteachers: Megan Minnett and Tatum Sharp
Telephone: 020 3260 7500
Find out more:
www.foxfield.org.uk



Woodhill Primary School
Headteacher: Martha Holder
Telephone: 020 8854 5055
Find out more:
www.woodhillschool.co.uk



Rockliffe Manor Primary School
Headteacher: Nancy Cook
Telephone: 0208 854 4785 Find out more:
www.rockliffemanor.co.uk

Medway



Elaine Primary School
Headteacher: Rupinder Bansil
Telephone: 01634 294817
Find out more:
www.elaine.medway.sch.uk



Delce Academy
Headteacher: Julie North
Telephone: 01634 845242
Find out more:
www.delceacademy.co.uk



Maudene School
Headteacher: Joanne Capes
Telephone: 01634 864721
Find out more:
www.maudene.medway.sch.uk



Chattenden Primary School
Headteacher: Vicky Diddams
Telephone: 01634 250861
Find out more:
www.chattenden.medway.sch.uk

Croydon



West Thornton Primary School

Co-Headteachers: Donna Callaghan and Clare Dennis
Telephone: 020 8684 3497
Find out more:
www.westthornton.croydon.sch.uk



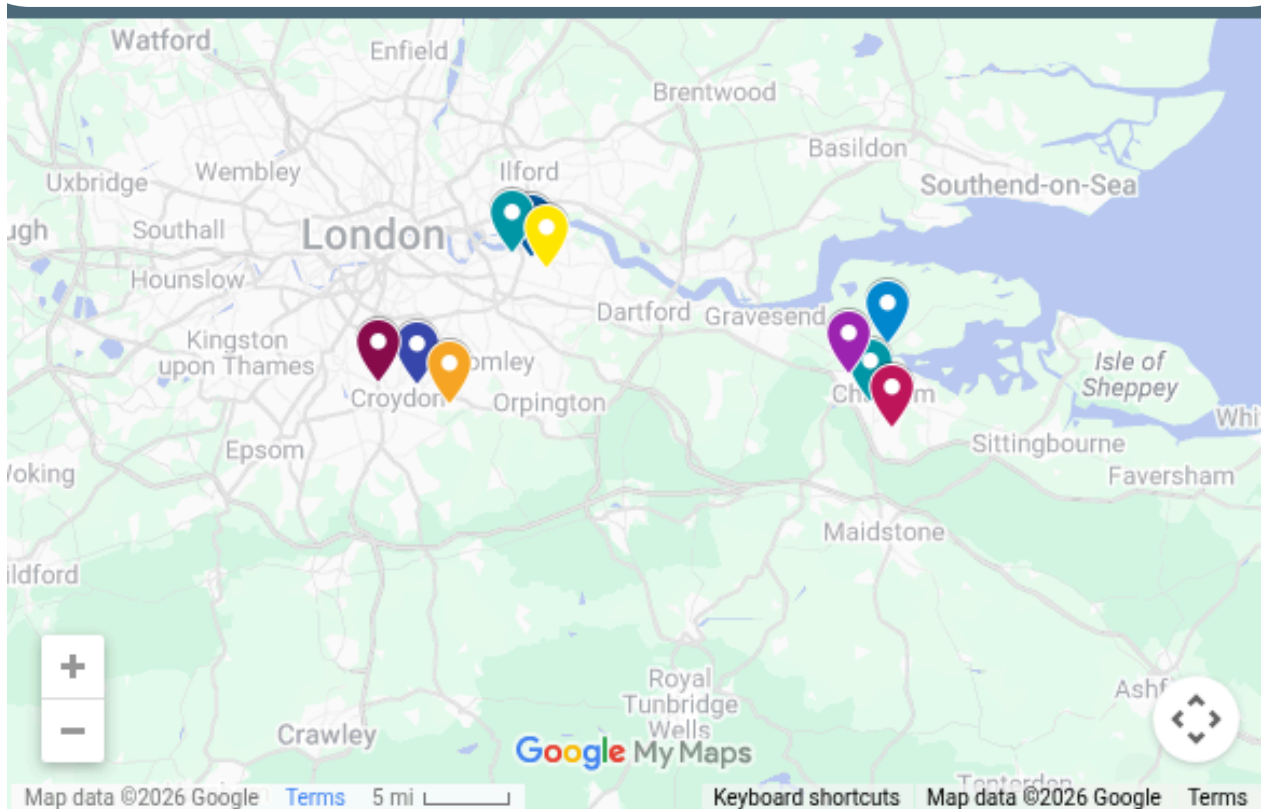
Woodside Primary School

Headteacher: Iman Atwal
Telephone: 020 8654 5333
Find out more:
www.westthornton.croydon.sch.uk



Forest Academy

Headteacher: Swabra Lloyd
Telephone: 020 8777 2808
Find out more:
www.forestacademy.org.uk



Links

[Privacy Statement](#)

[Inspire Partnership](#)

[Curriculum Showcase](#)

[Professional Learning](#)

[Applicant Guidance](#)

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