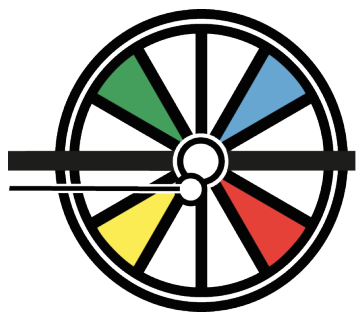




THE RADCLIFFE SCHOOL
INSPIRE AND ACHIEVE

TEACHING ASSISTANT

(Level 1)

£18,004.57 per annum actual salary
(31 hours per week, 39 weeks per annum)

Candidate Information



TEACHING ASSISTANT (Level 1)

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(31 hours per week, 39 weeks per annum)

We are looking for a Level 1 Teaching Assistant to join our busy and vibrant school to work within the school's Inclusion Department (Monday to Friday, 31 hours per week, term time only). As a part of this role, successful candidates will also work within the school's Additionally Resourced Provision, which is a department designed to support the learning of young people with a range of social communication needs. Previous classroom experience would be advantageous but not essential as training will be provided.

This post offers:

- The opportunity to support students in:
 - Sports activities and PE lessons
 - Creative art classes
 - Drama and music lessons, as well as in English and Maths.
- Term time only working.
- Joining a small team, focussed on supporting students with SEN across our school.
- Regular training and CPD opportunities to develop your skills and confidence.
- A positive, forward-looking school environment where no two days are the same!

Please contact Jo Moloney, HR Manager, on 01908 682 289 or go to www.radcliffeschool.org.uk for more information about the post and apply via My New Term.

The deadline for applications is **9am on Thursday 17 September 2026**.

Ofsted inspected our school in March 2025 and found that behaviour and attitudes, personal development, leadership and management and Sixth Form provision are all Good. The inspectors found that the school has high expectations of students' behaviour and their attitudes to learning, all staff and governors share strong priorities, and the school is taking the right action to raise standards of achievement across the school. The inspection identified that students are proud of our school and its diversity, feel safe and supported, and have a strong sense of community.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This post requires an enhanced DBS disclosure and is exempt from the Rehabilitation of Offenders Act (ROA) 1974. We are an equal opportunities employer



Job Purpose

To work under the direct instruction of the SENCO and Curriculum Team Leader, to support access to learning for specific students and to provide general support to the teacher in delivering an inclusive curriculum.

Support for Students

- Establish good relationships with students, acting as a role model and being aware of and responding appropriately to individual needs.
- Supervise and support students ensuring their safety and access to learning.
- Promote the inclusion and acceptance of all students.
- Encourage students to interact with others and engage in activities led by the teacher.
- Encourage students to act independently as appropriate.
- Attend to the students' personal needs and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.

Support for learning

- Be aware of student learning needs, progress and achievements and report to the SEN team or teacher as agreed.
- Support key students with self-regulation and managing their emotions.
- Undertake student record keeping as requested.
- Support the class teacher in managing student behaviour, reporting difficulties as appropriate.
- Gather and report information from and to parents/carers as directed.
- Provide administrative support e.g. photocopying, filing, typing, collecting money etc.

Support for the curriculum

- Be aware of and support students' individual needs, to ensure all students have equal access to opportunities to learn and develop.
- Use teaching strategies, as directed by the SENCO and subject teacher, to support student learning.
- Support students to understand instructions.
- Support students in undertaking literacy and numeracy tasks as directed by the teacher.
- Support students in using basic ICT as directed.
- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos, work and aims of the school.
- Appreciate and support the role of other professionals.
- Attend relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- When needed to, assist with the supervision of students out of lesson times, including before and after school.
- Accompany teaching staff and students on visits, trips and out of school activities as required.
- Keep the Base room tidy and organised and maintain resources and equipment.



Responsibilities

- Be aware of and comply with policies and procedures relating to safeguarding, health and safety, equal opportunities, security and confidentiality, reporting all concerns to an appropriate person.
- Contribute to the overall ethos/work/aims of the school.
- Participate in training and other learning activities as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Participate in training and development opportunities.
- Ensure compliance by self and others with all health and safety policies and procedures.
- Ensure safe use by self and others of equipment and materials.
- Establish constructive relationships and communication with staff, parents, students and external agencies.
- Attend and participate in regular meetings, including team briefings.
- Treat all users of the school with courtesy and consideration.
- Present a positive personal image, contributing to a welcoming school environment which supports equal opportunities for all.
- Promote and ensure the health and safety of students, staff and visitors at all times.
- Work flexibly when required.



PERSON SPECIFICATION

Specification	Essential	Desirable	Evidence
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Qualifications	• Willingness to work flexibly when required. • Excellent numeracy and literacy skills / GCSE (or equivalent in Maths and English). • Willingness to undertake induction training.	• Evidence of school/education-related qualification or training. • Qualification in first aid at work, health and safety, fire prevention, IT user certificate (ie ECDL).	Application form and interview
Experience	• Experience of working with or caring for children or young people.	• Experience as a Teaching Assistant, preferably in a secondary school.	Application form and interview
Skills	• Willingness to develop knowledge of how to use specialist equipment / resources. • Ability to relate well to children and adults. • Work constructively as part of a team, understanding school roles & responsibilities and your own position within these. • Strong inter-personal skills. • Ability to identify own training & development needs & cooperate with the Line Manager to address these. • Team player. • Willingness to develop knowledge of a range of SEN and teaching and learning strategies to support learning needs.		Application form and interview
Personal Attributes	• Excellent interpersonal skills - ability to communicate well with students, parents and staff. • Ability to inspire, challenge and motivate staff and students. • Ability to ask for advice and support where necessary. • Self motivating with a positive outlook. • Ability to work to deadlines and under pressure. • Resilience. • Commitment and enthusiasm. • Dependability and sound organisational skills. • Understanding of own strengths and areas for development. • Good time management. • Administrative efficiency. • Ability to deal calmly with different situations as they arise. • A good sense of humour.		Interview and references

The Radcliffe School has a professional dress code for staff and is a non-smoking workplace. We expect our staff to have a professional and positive approach and to actively collaborate with colleagues in providing the best possible learning experience for our students.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and vulnerable adults. All employees are expected to share this commitment, to follow the school's safeguarding policies and procedures and to behave appropriately towards children and vulnerable adults at all times, both in work and in their personal lives.



HOW TO APPLY

The following guidelines are designed to help you submit a job application in line with our requirements. Please ensure that you comply with the instructions below as, if you do not, the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Jo Moloney, Personnel Manager on 01908 682 289 or jo.moloney@radcliffeschool.org.uk.

Application Form

Please complete all the sections of the form in full, giving as much detail as possible. Applications can be made via My New Term (www.mynewterm.com). Note that CVs will not be accepted.

Equal Opportunities Monitoring

Please ensure that you have completed the online Equal Opportunities Monitoring form.

Please submit your application prior to the closing date.

Disclosure and Barring

The Radcliffe School is legally obligated to process a Disclosure and Barring Service (DBS) check before making appointments to relevant posts. The DBS check will reveal both spent and unspent convictions, cautions, and bind-overs as well as pending prosecutions, which aren't 'protected' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and check to establish that a person is not barred from 'regulated activity' as defined by the Safeguarding Vulnerable Groups Act 2006.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended 2013 and 2020) means that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution is disclosable can be found on the Ministry of Justice website.

Any data processed as part of the DBS check will be processed in accordance with data protection legislation and the privacy statement for The Radcliffe School. A copy of the Child Protection and Safeguarding policy for The Radcliffe School is available on our website.

Please be aware that if you are applying for a role that involves engaging in a regulated activity relevant to children, that it is a criminal offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

Shortlisting

Shortlisting will be completed as soon after the closing date as possible. Shortlisted candidates will be contacted via My New Term. We are unable to contact non-shortlisted applicants. If you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

Interviews

Interviews will be held at The Radcliffe School. Candidates may be required to complete a test or exercise relating to point(s) of the job description and criterion/criteria of the person specification.

Candidates who are invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will be required to bring some photo ID with them on the day of the interview e.g. valid passport, driving licence or identity card.

References for shortlisted candidates

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Radcliffe School has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer), confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS).



Disabled applicants

The Radcliffe School welcomes applications from disabled people. If you require any adjustments to enable you to attend the interview please ensure that you have provided this information on your application form. If you are called for interview, please discuss any adjustments you may require to carry out the duties of the role with the interview panel so that the appropriate arrangements and any adjustments can be made if necessary.

(Under the Equality Act, a disability is defined as a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.)

