

RECRUITMENT PACK

Warley Road Academy

Teaching Assistant Complex Needs



Our Trust



I am proud to welcome you to Impact Education. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving young people and their communities in Calderdale, Kirklees and Bradford, West Yorkshire.

Our **vision** is to be a Trust **where hearts and minds connect**; values-driven partners who work collaboratively to provide a high-quality and inclusive education that impacts positively our young people. We are on a **mission** to improve their life chances, challenging social disadvantage and championing inclusion. We believe in student agency and equipping our young people with the knowledge, skills and qualities to be successful in learning, life and work.

Our **people** are empowered to create, explore, share, and learn from each other and the wider system through agile professional learning communities. They have access to high-quality professional development through our **Institute of Learning**. We work hard, but not at the expense of wellbeing, and we want all our people to feel valued, respected, and happy in their work.

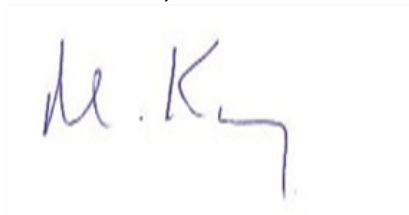
Our **values** of **Heart**, **Mind** and **Connect** underpin everything we do, and our **core principles** articulate how we will live these out across our Academies.

We have entered an important phase of our continued development having undertaken the process of merging with Pennine Academies Yorkshire, who share a strong commitment to inclusive, high-quality education, particularly for disadvantaged pupils and those with special educational needs.

This partnership has created one of the largest non-faith Trusts in West Yorkshire, with 18 academies, 8,200 pupils, and over 1,200 staff. Rooted in shared values of inclusivity, collaboration, and excellence, this is a natural partnership and an exciting time to be joining our Trust.

If you are interested in learning more about our Trust, please make contact, there is so much to share.

Best Wishes,

A handwritten signature in blue ink, which appears to read "M. Kay". The signature is written in a cursive, flowing style.

Mick Kay
Chief Executive Officer

Benefits of Joining

All colleagues receive a planned induction to ensure the best start possible. We are also very proud of the professional learning opportunities across our Trust which are part of our Canopy offering. Canopy means professional learning for everybody across Impact Trust – whatever your school, whatever your role and whatever your interest. A place which inspires us all to grow and develop and pushes us all to be our professional best. These opportunities vary from ITT Training, NPQ's, HLTA, SEND TA, Wellbeing Champion Apprenticeships and many more. Early Career teachers are supported through a range of networks and have access to fully trained mentors and coaching opportunities.

Colleague Voice and wellbeing is really important to us. Colleagues new to the Trust will be able to access a range of benefits outlined below. We also complete an annual Trust listening survey and our Colleague Ambassadors support the development of action plans to help us work towards our goal of being a Great Place to Work.

In addition, we offer the following incentives:

- Salary Sacrifice Car Scheme
- Cycle to Work Scheme
- Employee Assistant Programme (Including health & wellbeing portal & App)
- Face-to-face or telephone counselling (also available for immediate family members)
- Online Cognitive Behaviour Therapy (CBT) (also available for immediate family members)

For further information about Impact Education MAT, please visit our website:

www.i-mat.org.uk

Warley Road Academy



It is with great pleasure that I welcome you, on behalf of the children, staff and governors, to Warley Road Academy; a school educating children from 2 to 11 years old.

We provide a welcoming, caring, supportive and secure environment in which all children are valued. Our child-centred approach builds relationships, confidence and teamwork alongside a commitment to developing every child into resilient and reflective individuals who are proud of their academic achievements and personal successes.

As part of Impact Education Multi Academy Trust, we are passionate about making a difference to all children, whatever their starting points, allowing them to flourish academically and personally. Working in collaboration across the Trust, we have a dedicated and knowledgeable staff and leadership team who have high aspirations and want the best for every child in their care.

We will always have time to talk about children's education and development and warmly welcome parents, carers and the wider community to work alongside us in fostering the readers, writers and problem solvers of the future.

Best wishes,

Mrs Sarah Tindal
Headteacher

Job Description

Post:	Teaching Assistant Complex Needs
Salary:	Scale 2, SCP 3-4 (FTE £24,796 - £25,185)
Actual Salary:	£18,513 Plus SEN Allowance £548 per annum
Hours:	32.5 hours
Contract:	Term Time Only
Start Date:	ASAP
Responsible to:	The Headteacher
Closing Date:	Friday 25 September 2026 at 9am
Interview Date:	Tuesday 29 September 2026

Core Purpose

To work under supervision, direction and guidance of the Inclusion Team. Assisting the teachers and Inclusion Team in the overall delivery of the Curriculum, and undertake intervention or support programmes as required, to enable access to learning for neurodiverse pupils across KS2.

Duties and Responsibilities

- Constantly uphold and promote our values and vision.
- Provide neurodiverse students with clear behaviour expectations and ensure our system of sanctions and rewards is firm and fair and support staff to ensure these are appropriate for neurodiverse pupils.
- Work with the teacher and Inclusion Team to ensure that progress is clearly recorded using appropriate assessment strategies under the direction of the Inclusion Team.
- Supervise activities and assist with the general management and control of students in the academy.
- Work with individuals or small groups to prepare and ensure interventions are delivered that meet the needs of the students and comply with the recommendations of their IEPs/EHCPs.
- To participate in and assist in supervision of educational visits, in conjunction with the teacher / line manager.
- Respond to the needs of all students with a sense of urgency
- Liaise with relevant staff to ensure all students' needs are met
- Manage own workload and that of others to allow an appropriate work / life balance.
- Work in effective partnership with the Inclusion Team and other relevant staff in school.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.
- Attend meetings / training and carry out administrative tasks and duties as specified on the academy calendar.
- Consistently implement all academy policies.
- Contribute to decision-making and consultation procedures.

- Report any safeguarding concerns immediately to the Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Headteacher/Inclusion Team.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

Person Specification

Attributes	Essential	Desirable	Identified
Qualifications	• Numeracy and Literacy skills to a level to assist students with their work. (GCSE/O'Level Grade C or above)	• NVQ Level 3 for Teaching Assistants or equivalent qualifications or experience • Training in relevant support strategies • THRIVE trained • First Aid at Work • Any qualifications linking to supporting pupils with additional needs (specifically those with complex communication needs)	• Application • Certification
Experience	• Values driven • Strong ICT skills • Working with children with complex communication and neurodiversity • Experience of working with children with a wide range of needs (SEND, EAL, vulnerable)	• Working in a school or early years setting with a similar context	• Application • Interview • References
Knowledge and skills	• High expectations which motivate and challenge students • Ability to engage children with learning in an age-appropriate way • Understanding and commitment to Equal Opportunities	• Understanding of the primary curriculum and other basic learning/national curriculum • Understanding of Child Development and Learning • Understanding and experience of delivering interventions relating to complex communication/neurodiversity	• Application • Interview • References
Character	• Strong moral purpose and drive for improvement • Ability to work well in a team • Values-aligned & resilient • Ability to work in a calm manner with children exhibiting behavioural difficulties • Flexible • Motivated and enthusiastic	• Ability to liaise with the teachers to plan differentiated work • Ability to think clearly and remain calm in emergency situation	• Application • Interview • References

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| <ul style="list-style-type: none"> • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy • Energy to make learning engaging | | |
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How To Apply

To apply, please visit MyNewTerm at the following link:

<https://mynewterm.com/jobs/146677/EDV-2026-WRPA-26477>

Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.