

Recruitment Pack

Teaching Assistant

Change lives
through a
career with
our Trust.



WELCOME

River Tees Multi-Academy Trust is a forward-thinking trust committed to ensuring the most vulnerable learners receive the highest quality of education and outcomes. We are firmly committed to our workforce and ensure fantastic developmental and wellbeing opportunities for the right candidate.

If you are ready to take the next step in your career, join us as we 'Change Lives'.

We are currently seeking a responsible and enthusiastic Teaching Assistant to join our team, helping support our young people. If you are passionate about education, eager to make a difference, and keen to develop your professional skills, this could be the ideal opportunity for you.

The successful candidate will demonstrate the ability to build and nurture positive relationships with learners and possess an understanding of how to foster an engaging, supportive, and safe learning environment. Full training will be provided, so previous experience is not essential—just the right attitude and a willingness to learn.

If you share our commitment to holistic and relational support for learners and believe in helping them acquire skills that will serve them well in the future, we want to hear from you. This role is perfect for individuals who are dedicated, passionate, and looking to grow within the education sector.

You will gain valuable classroom experience, mentorship, and access to professional development. For candidates with the right skills and qualifications this could be a great foundation for progression to a qualified teacher role in the future. Start your journey with us and build a rewarding career in education.

We are dedicated to investing in the training and development of our staff to ensure they possess the necessary skills for their roles. We welcome applicants who may not yet possess all the required skills but are willing to invest in their own growth to acquire the necessary knowledge.

The schools within our Academy Trust improve the character, community and currency of pupils who are excluded or at risk of exclusion from mainstream school, unable to attend school for a variety of medical needs and/or have an Educational Health and Care Plan that requires specialist provision. Changing Lives is our mission and this drives everything we do, in every department.



Who you are and
who you want to be



Links to others and
the wider world



Learning for your
future

'We Change Lives'

OUR TRUST

River Tees Multi-Academy Trust is a small but growing Trust in the North East of England serving some of the most disadvantaged communities in the country. We provide the highest quality education for learners who have struggled within the mainstream schooling system. Children and young people are welcomed into our academies, regardless of their challenges, past history or additional needs.

We use a relational approach with our learners, staff and communities. This helps us build trusting relationships that bring out the best in everyone. All staff are committed to improving the life chances of our learners.

We change lives through our focus on a highly personalised curriculum that provides Currency, builds Character and engages with the Community. Our whole team work together to safeguard our vulnerable learners and give them the confidence to achieve their educational, social, family and career challenges.

We want our learners to gain the skills, knowledge and qualifications they need to move forward but also to enjoy school and develop a love of learning.

River Tees Multi-Academy Trust was set up in April 2016, The Trust currently operates 5 Academies across the North East of England. The Trust works with the most disadvantaged learners. Our intent is to ensure we offer the highest quality provision for our cohort of learners, taking account of their additional needs, social deprivation and gaps in learning.

Our ethos and values are rooted in ethical approaches to partnership working and our drive to ensure that disadvantaged learners receive the best possible education.

OUR VALUES

River Tees Multi-Academy Trust are committed to changing lives. We help our staff, learners and communities to be:

- ❖ Resilient and brave.
- ❖ Trustworthy and kind.
- ❖ Making a positive difference to learners', staff and our wider communities' lives.
- ❖ Aspirational and hopeful.
- ❖ Tolerant and respectful.

'We Change Lives'

WELCOME FROM CEO

I am delighted to extend a warm welcome to all potential candidates interested in joining the River Tees Multi-Academy Trust. Our organisation is dedicated to fostering an inclusive and dynamic educational environment that prioritises the growth and success of both our learners and staff.

River Tees Multi-Academy Trust was established with the mission of providing exceptional educational opportunities across our diverse network of schools. We believe in nurturing talent, promoting well-being, and maintaining high standards of academic excellence. Our core values are centred around character, community, and curriculum.

We envision a future where every learner is equipped with the knowledge, skills, and confidence to succeed in a rapidly changing world. By championing innovative teaching methods and personalised learning experiences, we are committed to making this vision a reality.

We offer extensive training programs and career advancement opportunities to support your professional growth. Our trust is built on mutual respect and inclusion, ensuring a welcoming environment for all. We value teamwork and collaboration, providing a supportive network to help you thrive. Join us in making a significant difference in the lives of our learners and the broader community.

River Tees Multi-Academy Trust encompasses several schools, each with its own unique character and strengths. We pride ourselves on our ability to cater to a broad spectrum of educational needs. Our schools are committed to providing a safe, engaging, and stimulating learning environment for all learners.

We are excited to learn more about you and your potential contribution to our team. We look forward to welcoming dedicated and enthusiastic individuals who share our commitment to educational excellence.

Thank you for considering River Tees Multi-Academy Trust as the next step in your career. Together, we can empower education and inspire futures.

Christina Jones OBE
CEO

ABOUT THE SCHOOL

River Tyne Academy Gateshead is commissioned by the Local Authority to provide educational services to learners aged between 11 and 16 throughout the borough of Gateshead, including those with Special Educational Needs and Disabilities (SEND) and Looked After Children who have been permanently excluded or are at risk of exclusion.

The school offers 103 locally commissioned placements for learners who have experienced permanent exclusion and accommodates learners from neighbouring authorities and schools that commission placements with us.

The school currently operates across two sites:

- Millway Site, Gateshead, NE95PQ; and
- Birtley Site, Birtley Lane, Birtley, DH3 2PP

We use a trauma-informed, relational approach that adapts to each learner. This method builds trust with learners and families and supports meaningful change.

We deliver high-quality education to those who are permanently excluded or at risk of exclusion. Our ethos, “we change lives,” is embodied through our 3C curriculum:

- **Character:** Focusing on personal development and aspirations.
- **Community:** Building connections within the school and the broader community.
- **Currency:** Preparing learners with skills and knowledge for their futures.

The school is committed to expanding opportunities and improving outcomes for all learners by prioritising quality-first teaching. By continually reflecting on and refining our provision, we seek to remove barriers to learning and foster an inclusive environment where every learner can thrive. Our dedicated staff work collaboratively to identify individual strengths and needs, ensuring targeted support is in place to help each young person realise their full potential. With a clear focus on positive relationships and high expectations, we equip our learners with the confidence and resilience they need to succeed both in the classroom and beyond.

ABOUT THE ROLE

We are currently seeking a responsible and enthusiastic Teaching Assistant to join our team in supporting young people. If you are passionate about education, eager to make a difference, and keen to develop your professional skills, this could be the ideal opportunity for you.

The successful candidate will demonstrate the ability to build and nurture positive relationships with learners and possess an understanding of how to foster an engaging, supportive, and safe learning environment. Full training will be provided, so previous experience is not essential—just the right attitude and a willingness to learn.

If you share our commitment to holistic and relational support for learners and believe in helping them acquire skills that will serve them well in the future, we want to hear from you. This role is perfect for individuals who are dedicated, passionate, and looking to grow within the education sector.

Application closing date	20 th September 2026
Interview Date/s	To be confirmed.
Location	Millway, Gateshead, NE9 5PQ. Birtley Lane, DH3 2PP.
Salary	Level 2: NJC SCP 8 (£21,824) Level 3: NJC SCP 12-15 (£23,268-£24,428) You will also be enrolled in the Local Government Pension Scheme.
Contractual hours	Full time 37 hours Term time only
Working Hours	Monday – Thursday 08:30-16:30 Friday 08:30-16:00
Basis	Permanent

Our Trust celebrates the diversity of our school communities. We actively encourage visits to our school sites – once you see our work in practice, we are certain you will be committed to joining us in Changing Lives.

You are welcome to contact our School Business Manager **Amanda Howarth** for an informal discussion about this post prior to application on 0191 4200606. The Job Description and Person Specification fully outline the requirements of this post and can be found on our website, please click [here](#)

Supporting statements should be written in line with the Person Specification - CVs are not accepted.

This post is subject to an Enhanced DBS check, Social Media check and satisfactory references.

JOB DESCRIPTION

MAIN DUTIES AND RESPONSIBILITIES

- Liaise sensitively and effectively with River Tees Multi Academy Trust staff and Multi Agencies with regard to their role in pupil learning.
- Have sufficient understanding of their specialist area/phase to support pupils' learning.
- Be familiar with age related expectations of pupils, the main teaching methods and the assessment framework in the relevant subjects/specialism's/age groups.
- Understand how to use common ICT tools to advance pupils' learning.
- Promote and reinforce pupils' self-esteem.
- Contribute to plans/adapted programs as directed
- Act as a learning mentor for a group of students
- Contribute to teachers' planning and preparation of lessons and providing feedback to pupils and colleagues concerning pupils learning and behaviour.
- Contribute effectively to the selection and preparation of teaching resources that meet the diversity of pupils' needs and interests.
- Evaluate pupils' progress through a range of assessment activities and monitor pupils' participation, progress and responses to learning.
- With the teacher, maintain and analyse records of pupils' progress.
- Understanding the key factors which affect the way pupils learn.
- Being familiar with the guidance about meeting special educational needs given in the Code of Practice.

Accountabilities

- Maintain successful relationships by treating pupils consistently with respect and consideration.
- Use a range of strategies to provide a purposeful learning environment and promoting good behaviour.
- Understand and implement all school policies and procedures, including Health and Safety policies.
- Where appropriate, guiding the work of other adults who are supporting teaching and learning in the classroom.
- Ensuring the safe organisation of learning activities and the physical teaching space and resources for which they have responsibility.
- Carrying out any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.

- Support the provision of PPA time for teaching staff.
- Contribute to self-evaluation, River Tees Multi Academy Trust development plans and all aspects of preparation for inspection and monitoring as required.

General Duties

- The post holder will carry out the duties with full regard to River Tees Multi Academy Trust's Equal Opportunities Policy.
- The post holder may be required to transport young people in their own car and therefore must hold a full UK license and have full use to a car which has appropriate insurance.
- The post holder must be committed to safeguarding children.
- The post will be required to undertake any other duties required from time to time, as reasonably which are commensurate with the level of responsibility
- An annual review of this job description and allocation of particular responsibilities will take place as part of the Performance Management Review.

PERSONAL SPECIFICATION

Please refer directly to these when forming your supportive documents demonstrating how you are the right candidate for this role.

The Trust is committed to investing in the training and development of its staff to ensure they possess the necessary skills for their roles. If you identify any gaps in your experience, please mention them in your application and express your readiness to acquire these skills.

	Essential	Desirable	Prepared to train
Relevant training or qualifications in maths and English: GCSE English grade C/4 or above GCSE Maths grade C/4 or above	*		
Demonstrate ability to work at degree level or above	*		
Experience of teaching including small groups and interventions	*		
Understanding of the requirements of the Teacher Standards	*		
Experience working with young people, ideally in an educational, youth work, or care setting.	*		

Experience supporting those with social, emotional, or behavioural needs.	*		
Strong communication and interpersonal skills, with the ability to build positive relationships with learners, colleagues, parents, and external partners.	*		
Able to listen actively and respond sensitively to learners concerns.	*		
Passion for supporting personal development and preparing young people for adulthood.	*		
Genuine enthusiasm for helping learners grow as individuals and achieve personal goals	*		
Empathy, patience, and a non-judgemental approach to supporting learners with varied backgrounds and needs, including those who may be disengaged or have experienced trauma.	*		
Ability to work as part of a team and take direction from teaching and leadership staff.	*		