

The Trustees are looking to recruit to the post of
Level 3 Teaching Assistant (SEMH)

Spring Brook Upper School, Permanent Post

NJC scale points 12-17: £29,542 - £32,046 per annum (full time equivalent)

Actual Salary pro rata: £20,215 - £21,928 (may vary subject to service)

Hours: 29 hours 20 minutes per week (4 days) / Term Time plus 5 days (195 days)

SEN allowance: £1,435 per annum

Commencing As Soon As Possible

Part of the New Bridge Multi Academy Trust, Spring Brook School caters for pupils with a range of Social, Emotional and Mental Health (SEMH) difficulties. The school operates on a split site basis with the primary provision based in Hollins and the KS3 provision based in Failsworth.

Spring Brook Upper School is a unique place where pupils aged 11-14 are nurtured and developed to encourage independence and skills for life. Their social, emotional and mental health needs are at the forefront of our work. We offer a joined up, topic-based curriculum which suits our learners' needs. The school also operates specialised intervention groups where pupils can focus on the development of a range of skills from social, emotional and mental health to a range of academic subjects.

Due to the complex needs of our students, high levels of emotional and physical resilience are needed in dealing with challenging behaviour. However, the knowledge that our work is making a positive impact in helping the young people to grow and work towards independence brings great reward.

We currently have a vacancy for an experienced, resilient and highly committed Level 3 Teaching Assistant to join the fantastic team at our primary provision based in Failsworth.

Applicants should be able to demonstrate how they meet the following essential criteria:

- Sound experience of supporting young people who present with challenging behaviour and complex needs, preferably within an SEMH setting
- Experience of supporting young people to overcome barriers to their personal, social or learning development from a pastoral perspective
- Experience of intervening to support students in crisis or trauma by using either emotional or educational support
- A nurturing and empathetic approach to behaviour management
- The physical and emotional resilience to support pupils with SEMH, understanding that all behaviour is a form of communication
- Experience of supporting teaching and learning activities for students and providing support for the class teacher in the preparation and organisational processes involved in the day to day running of a lesson.
- Experience of delivering bespoke interventions to individuals or small groups of learners
- Experience of providing cover in the short-term absence of the class teacher
- Experience of monitoring and assessing student progress and engagement; and

- providing regular feedback to stakeholders
- Experience of working in partnership with classroom teachers to differentiate appropriate interventions for students in relation to the curriculum
- Experience of supervising students over lunch and break times as directed
- The ability to build relationships with students, families and key partners around the students.
- The ability to work as part of a team using own initiative when needed

New Bridge MAT is committed to safeguarding and promoting the welfare of children and applicants must have a commitment to safeguarding young people. This post is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references will be sought prior to interview. For all shortlisted candidates, an online search will also be carried out as part of our due diligence in line with Keeping Children Safe in Education 2023.

We strive to create a fair and inclusive workplace that is as diverse as the communities we serve. We positively welcome applications from all candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Salary: NJC scale points 12-17: £29,542 - £32,046 per annum (full time equivalent)

Hours of work: 29 hours 20 minutes per week / Term time + 5 days (195 days)

Actual term time salary: £20,215 - £21,928 per annum (may vary, subject to change)

Allowance: SEN allowance £1,435 per annum

Location: Spring Brook Upper School, Dean Street, Failsworth M35 0DQ

Commencing: As soon as possible

Closing Date: Monday 2nd November 2026 (12pm)

Interviews: TBC

Further information: Sarah Dunsdon, Head of Site sarah.dunsdon@newbridgegroup.org

Completed application forms to recruitment@newbridgegroup.org