

The School & Trustees are looking to recruit to the post of

Level 2 Teaching Assistant

(Permanent & Fixed Term opportunities at both Key Stage 2 and Key Stage 3)

Thomas Ashton School (New Bridge MAT)

NJC scale points 5-11: £26,427 – £29,071 per annum (full time equivalent)

Actual Salary range pro rata: £20,038 – £22,042 per annum

SEN Allowance (£1,590 per annum)

Commencing 1st January 2027

New Bridge Multi-Academy Trust is a vibrant, aspirational and inclusive multi-academy trust of eight special schools and two specialist post-16 provisions across Oldham, Tameside and Rochdale. As part of the wider New Bridge Group there are also two post-19 provisions. Our settings support a wide spectrum of needs from age 4–19 and beyond. The Trust is proud to be national leaders in Special Education and has a culture of creating outstanding opportunities for all.

Thomas Ashton School is entering an exciting phase of development and we are looking for passionate, resilient and committed practitioner's to join our team. Our pupils have complex needs, including significant SEMH challenges, and many have experienced trauma.

At the heart of our approach is unconditional positive regard, the belief that every child deserves dignity, consistency, safety and an adult who will remain alongside them, even in their most challenging moments.

At every level, you will model a relational, trauma-informed approach that prioritises learning, inclusion and emotional wellbeing.

Key Stage 2 Teaching Assistant (TA2)

Our Key Stage 2 provision supports younger pupils who are often at the earliest stage of their SEMH journey. Many pupils require significant support to develop emotional regulation, build positive relationships and re-engage with learning following disruption in their educational experiences.

The successful candidate will:

- Create a nurturing, structured and highly predictable environment where pupils feel safe and ready to learn.
- Establish and maintain consistent routines that reduce anxiety and increase confidence.
- Support pupils to understand expectations through patience, repetition and positive relationships.

- Use play, creativity and therapeutic approaches to support engagement and emotional development.
- Help pupils develop communication, emotional literacy and self-regulation skills.
- Be a reliable and consistent adult presence who pupils can trust and depend upon every day.
- Work in close partnership with teachers, families and external professionals to provide a consistent approach around the child.

This role is particularly suited to individuals with experience or interest in primary education, nurture provision, trauma-informed practice, attachment-informed approaches or early intervention.

Key Stage 3 Teaching Assistant (TA2)

Our Key Stage 3 provision supports pupils as they navigate adolescence, increasing independence and preparation for adulthood. Pupils have significant SEMH needs and may present with more entrenched patterns of behaviour linked to adverse childhood experiences, trauma and previous educational disruption.

The successful candidate will:

- Build strong, authentic relationships whilst maintaining high expectations and consistent boundaries.
- Support pupils to engage positively with learning, despite previous negative experiences of education.
- Provide calm, predictable and emotionally regulated responses during periods of challenge or crisis.
- Help pupils understand routines, expectations and consequences through a relational approach.
- Promote resilience, self-belief and increasing independence.
- Work collaboratively with colleagues to ensure consistency across subjects, classrooms and the wider school day.
- Support pupils to develop the skills and behaviours required for successful transition into Key Stage 4 and beyond.

This role is particularly suited to individuals with experience or interest in secondary education, alternative provision, youth work, mentoring, behaviour support or specialist SEMH settings.

We are looking for someone who:

- Understands the complex barriers faced by pupils with SEND and SEMH needs.

- Recognises that consistency is one of the most powerful ways to build safety, trust and positive outcomes for children.
- Can build strong, trusting relationships with pupils, families and colleagues.
- Demonstrates warmth, patience, empathy and emotional resilience.
- Maintains high expectations whilst remaining calm, reflective and relational.
- Understands that behaviour is a form of communication.
- Provides predictable and reliable support, even during periods of challenge.
- Is committed to working as part of a team and contributing positively to school life.

Can you:

- Support teaching and learning to reduce anxiety, build confidence and promote engagement?
- Provide consistent responses, routines and expectations that help pupils feel safe and successful?
- Demonstrate a nurturing approach to behaviour support and understand that behaviour is communication?
- Deliver targeted interventions to individuals and small groups?
- Monitor and record pupil progress, engagement and social-emotional development effectively?
- Support pupils' social, emotional and personal development?
- Provide short-term cover for teaching staff where required?
- Contribute to a safe, structured, predictable and supportive learning environment?
- Work collaboratively with colleagues to ensure a consistent approach to support, behaviour and relationships across the school?

We offer:

- A values driven, relational culture
- High-quality CPD through the Trust's *Everyone Learning Team*
- Opportunities to influence practice beyond your own school
- Pension scheme, Trust TOIL scheme, HSF and wellbeing benefits
- A supportive leadership team who believe in thoughtful, ethical accountability, and above all, care.

Experience in SEMH, alternative provision or similarly challenging contexts is highly valued, but above all we are looking for individuals whose values align with our mission.

We recognise that meaningful change for our pupils is rarely achieved through one-off interventions. Instead, it is achieved through consistent relationships, consistent expectations, consistent routines and consistent care over time. The successful candidate will understand that progress is often built through small daily interactions, unwavering belief in a young person's potential and the commitment to remain alongside them through both success and challenge.

This is not simply joining a school; it is helping to shape the next chapter of a specialist SEMH provision within the highly respected New Bridge MAT. For the right person, this is an opportunity to make a

profound and lasting difference in the lives of some of the most vulnerable children and young people in our community.

This is an emotionally demanding role but it is also one of the most meaningful, purpose driven opportunities in education today.

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.

This post will be subject to a number of pre-employment checks including an enhanced DBS check, satisfactory references and proof of right to work in the UK in accordance with the Asylum and Immigration Act 1996. It will be exempt from the provisions of the Rehabilitation of Offenders Act 1974. DBS Code of Practice which can be viewed [here](#).

For successful candidates, an online search will 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 5-11: £26,427 – £29,071 per annum (full time equivalent)

Actual Salary range pro rata: £20,038 – £22,042 per annum

SEN allowance: £1,590 per annum

Hours of work: 32.5 hours per week (TTO) plus 5 days (195 days)

Based: Thomas Ashton School (Upper) Bennett Street, Hyde SK14 4SS or (Lower) Lumb Lane, Audenshaw, M34 5SF

Status: Permanent and Fixed Term opportunities available

Commencing: 1st January 2027

Closing Date: Thursday 5th Nov 2026 (9am)

Shortlisting: Thursday 5th Nov 2026

Interviews: Wednesday 11th /Thursday 12th November 2026

For visits or further information, please contact: info@thomasashton.org

Completed application forms via email to: recruitment@newbridgegroup.org