Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

General Teaching Assistant - SEN
The White Rose Federation
Barlow C of E Primary School

Closing date: Tuesday 6th October at midday
Required from November 2026

The White Rose Federation
One family, branching out together

Barlow CE Primary School
Part of The White Rose Federation - One family, branching out together.

If you have a passion for inspiring the next generation and want to work with a talented, committed, and supportive team, then this might be the job for you!

We enjoy working at our schools; we are inclusive, and our family-feel resonates throughout every classroom. Our approach to teaching is centred on topic-based learning, where children are empowered to take the lead and follow their own interests.

What We Offer

In return for your dedication, you can expect:

- **Supportive Leadership:** A team that is child-focused and values your input in our ever-evolving schools.
- **A Collaborative Staff:** A team of professionals who all want the absolute best for our pupils.
- **An Involved Community:** A committed and loyal parent community.
- **Professional Growth:** We provide bespoke professional development to support your career journey, including specific opportunities to hone your skills as a TA.
- **Our Children:** Most importantly, you will work with engaged children who are excited to meet you.

Our Federation recently expanded to welcome Hensall Community Primary to our family of schools.

How to Apply

We warmly welcome visits to our school. If you feel you have the qualities we are looking for, please arrange a visit by contacting us at the email address below:

recruitment@wrfed.pmat.academy

Job Title

GTA SEN

Reports to

Head of School/Executive Headteacher

Grade/Salary

Contract Type: Permanent, Part Time

Grade: NJC—Grade C, Pay point 4 plus SEN allowance £27,606 pro rata. Term Time only

Additional Information

We are advertising for a GTA SEN to support on a 1:1 basis; sometimes it will be 2 children with one adult.

We can offer this position as 5 afternoons a week, with an MSA duty included (12.00pm to 3.35pm each day) or 2 days a week, with an MSA duty included (8.45am to 3.35pm with a 30 mins MSA duty). The days for the academic year 2026-2027 will be Monday and Friday. Total hours if 5 afternoons is GTA SEN 12.9hrs and 5 hrs MSA; total hours for the 2 days would be 11.66hrs plus 1 hr MSA.

Part time, required from November 2026

Completed application forms should be emailed:

Executive Headteacher: Ms Suzanne Keeler

recruitment@wrfed.pmat.academy

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required. As part of our due diligence process, an online search will be carried out on all shortlisted candidates. These checks are carried out to determine suitability to work with children and keep them safe. If you wish further information regarding these checks please contact 01904 806515.

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The White Rose Federation

One family, branching out together

Our schools are part of The White Rose Federation, which joined Pathfinder Multi-Academy trust in November 2024. Our Federation sits within the Trust as a formal partnership between four local schools. Our staff care deeply for our children and we aim to ensure that we do the very best that we can for our children.

The schools in our Federation are Barlow Church of England Primary School, Burton Salmon Community School, Chapel Haddlesey Church of England Primary School and Hensall Community Primary School. We tend to think of ourselves as one school across four sites. We share our training and staff meetings together, utilising each other's strengths to get it right for the children in our schools.

Suzanne Keeler leads the schools as Executive Headteacher and each school also has a head of school at each site, with whom you will be able to work in close partnership. Three of our schools also have the same structure so you will be able to work alongside other TAs and teachers who are teaching the same curriculum so you won't be alone!

To flourish here you must be professional, committed, ambitious – for yourself and the school, fair and open to working with others. You also need to be a genuine 'team-player'. We stand by this as continued school improvement can be a tough journey and supporting one another is imperative. We work at pace and challenge each other to be the best that we can be; the new staff member who joins us must mirror this.

I hope that our advert has piqued your curiosity and you'd like to find out more as we may just be your 'cup of tea'! While an advert can tell you the basics, a visit reveals our true character. We invite you to reach out and arrange a time to see our schools firsthand. It would be a pleasure to meet you, discuss your career path, and explore whether our community is the right fit for your future

Extracts from official reports:

"Leaders are very ambitious for all pupils. They ensure that pupils know what life is like in the wider world, beyond the village. Leaders are using the strengths in the federation to share teaching skills and experiences. This ensures that teachers get development opportunities they otherwise would not receive"

"Leaders invest time, support and care in all adults and pupils. This is deeply cherished by all, leading to an aspirational culture which pervades throughout the school."

"The vision of 'one family branching out together' underpins, and strengthens, the impact of the federation on the school community. Each member is personally invested in the school."

"Staff are proud to work at the school and say leaders consider their well-being."

"The school has an effective and timely system to identify the needs of the pupils with SEND. Teachers set appropriate targets for pupils. The school monitors the targets to ensure that pupils are making progress. "

"Working collaboratively significantly supports the school's expertise to provide an ambitious curriculum. The curriculum has different cycles to meet the needs of the mixed-age classes. This ensures that pupils do not repeat topics and learning builds over time."

"The school's ethos is rooted in the nurturing of positive relationships while fostering independence and resilience. This is captured in its vision of, 'one family, branching out together'."

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About our Trust

Providing an excellent education from age 2 to 19

Setting the course

Leading the way

Serving and inspiring

Formed in August 2016, Pathfinder is a successful, well-established Multi Academy Trust serving more than 6,600 children and their families across York and North Yorkshire.

We are a flourishing and supportive learning community. A partnership of like-minded Church and Community Schools, where a clear and ambitious vision of a high quality inclusive education **sets the course** and permeates across all areas of school life. Pathfinder has a proven track record of **leading the way**. We are a Trust with strong examination results, high quality teaching and learning, an inspiring curriculum, excellent opportunities for personal development and a wide, varied programme of extra-curricular opportunities.

We understand that achievement comes in many different forms and work collectively to **serve and inspire**, nurturing aspiration and promoting excellence in all our students. We value the uniqueness and diversity of each of our schools, celebrating this distinctiveness and the contributions they make to the wider Pathfinder community.

Pathfinder schools

- Acomb Primary School
- Applefields School York
- Archbishop Holgate's School – A Church of England Academy Founded 1546
- Badger Hill Primary School
- Barlow CE Primary School – Part of the White Rose Federation - One family, branching out together
- Burton Salmon CP School – Part of the White Rose Federation - One family, branching out together
- Chapel Haddlesey CE School – Part of the White Rose Federation - One family, branching out together
- Clifton with Rawcliffe
- Hempland Primary School
- Hensall Community Primary School – Part of the White Rose Federation - One family, branching out together
- Heworth Church of England Primary School
- Huntington Primary Academy
- Malton School – A Specialist Science School
- New Earswick Primary School
- Poppleton Road Primary School
- Rufforth Primary School – Inspire · Care · Grow
- St Barnabas Church of England Primary School
- St Lawrence's Church of England Primary School
- Tang Hall Primary School
- Welburn Community Primary School

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Job Description

Main Purpose of Job

To work with teachers to support teaching and learning by working with individuals or small groups of pupils under the direction of teaching staff, and may be responsible for some learning activities within the overall teaching plan. May work in the classroom or appropriate location within the school, with access to support and guidance as required.

Accountabilities/ Main Responsibilities

Supporting Learning & Development

- Support pre planned learning/behaviour activities as directed by the teacher
- Using agreed structured observation as directed by the class teacher to feedback on learning, behaviour, participation and achievement, to support the planning and evaluation of the learning process in respect of groups and individual students
- Interact with pupils in ways that support the development of their ability to think and learn, including the use of careful questioning
- Assist teachers in the implementation of appropriate behaviour management and teaching & learning strategies
- Support pupils in their social and emotional wellbeing, in implementing related programmes, including social, health and physical needs
- Assist in escorting and supervising pupils on educational visits and out of school activities
- Undertake break supervision as required

Communication

- Under the general direction of the teacher participate in establishing and maintaining effective relationships with pupils, parents/carers and with other agencies/professionals
- Communicate effectively with all pupils, families, carers and other agencies / professionals

Sharing information

- Share information confidentially about pupils with teachers and other professional as required
- Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality
- Participate in staff meetings

Safeguarding and Promoting the Welfare of Children/Young People

- Carry out tasks associated with pupils' personal hygiene, (including personal intimate care) and welfare, including physical and medical needs, whilst encouraging independence
- Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising concerns as appropriate

Administration/Other

- Prepare classroom materials and learning areas, and undertake minor clerical duties e.g. photocopying and displaying pupils work
- Support the use of ICT and adhere to relevant policies
- Supervise and provide access arrangements for pupils sitting internal and external examinations and tests as required, ensuring that examinations comply with the Examination Board Regulations
- Participate in appraisal, training and other learning activities

Health & Safety

- Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure
- Work with colleagues and others to maintain health, safety and welfare within the working environment

Data Protection

- To comply with the County Council's policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality

Equalities

- Promote inclusion and acceptance of all pupils
- Within own area of responsibility work in accordance with the aims of the Equality policy, treating people with respect for their diversity, culture and values

Customer Service

- The County Council requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment
- The County Council requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values

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Person Specification

	Essential	Desirable
An awareness of child development and learning An understanding that children have differing needs Good subject knowledge of the KS2 curriculum	✓	
Good understanding of child development and learning processes Knowledge of Behaviour management techniques Knowledge of Child Protection and Health & Safety policies and procedures Knowledge of inclusive practice		✓
Experience		
Experience appropriate to working with children in a learning environment Strong behaviour management skills suitable for working in a mixed-age class.	✓	
Experience of supporting child mental health		✓
Occupational Skills		
Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers Good reading, writing and numeracy skills	✓	
Basic IT Skills A curriculum skill in the art, design and technology or music.		✓
Qualifications		
Relevant level 2 qualifications, including recognised passes in English and mathematics.	✓	
Appropriate first aid training Degree in a subject relevant to education Additional qualifications, such as an education qualification		✓
Personal Qualities		
Demonstrable interpersonal skills Ability to work successfully in a team Confidentiality Ability to use initiative Flexibility Ambition and professionalism	✓	
Creativity Good sense of humour		✓
Other Requirements		
Enhanced DBS Clearance To be committed to the school's policies and ethos To be committed to Continuing Professional Development Motivation to work with children and young people Ability to form and maintain appropriate relationships and personal boundaries with children and young people Emotional resilience in working with challenging behaviours and attitudes Ability to use authority and maintaining discipline An empathy for equality & diversity The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post	✓	

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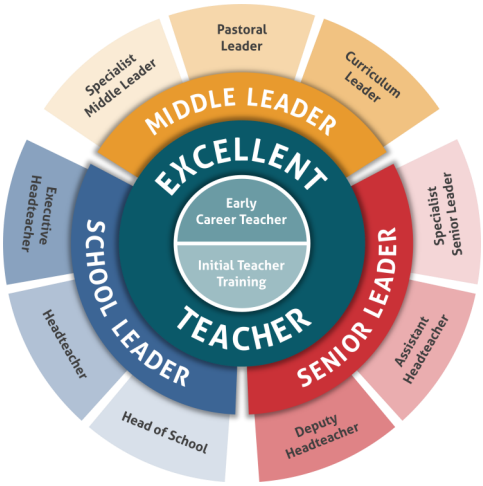
Professional Development

The professional development of our staff is a key commitment of the Trust and we have a career pathways programme to ensure we recruit, develop and retain the very best colleagues.

Teaching Staff

For our teaching staff, we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher. At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with the highest quality research-proven CPD.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



Support Staff

Our career pathways programme for support staff aims to ensure that all colleagues are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling their role to the highest level.
- have an understanding of how their role fits into the wider organisation.
- act as a source of support, advice and guidance to colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to posts at the next level.

PATHFINDER LEADERSHIP ACADEMY

Partnering with the National Society for Education, the Pathfinder Leadership Academy has been designed to identify, develop and support colleagues to progress into positions of middle leadership and beyond.

Pathfinder Teaching School Hub

Pathfinder Education Partnership

Proudly delivering Initial Teacher Training and Education, Appropriate Body services, the Early Career Framework and National Professional Qualifications across our urban, rural and coastal school communities.

Working in partnership with our urban, rural and coastal school communities to champion, sign-post, design and deliver high-quality professional development across Yorkshire and the Humber.

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Benefits of Working at Pathfinder

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

Pension Scheme

You are offered membership of either Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as employees paying into the scheme (banded, based on earnings) Pathfinder also pays into the scheme on your behalf at the following rates (regardless of earnings).

Local Government Pension Scheme
We contribute an additional 14.9% of your salary.

Teachers' Pension Scheme
We contribute an additional 28.68% of your salary.

Staff Benefits Platform

Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place. Vivup also provides exclusive benefits through their platform and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.

CSSC Sports and Leisure

Our staff benefits scheme with CSSC gives Pathfinder staff access to over 4,500 benefits, offers and activities including savings at restaurants, cinemas, gyms, theme parks and attractions; up to 70% off shopping with thousands of online and high street retailers and free health and wellbeing portal for courses, classes and content.

TES Magazine Subscription

All Pathfinder employees have unlimited access to the online TES magazine keeping you up to date with the latest education news, analysis and teaching and learning knowledge.

Employee Assistance Programme

Making sure everyone at Pathfinder gets the support they need whatever their worries, the Employee Assistance Programme provides specialist counselling and resources 24 hours a day, 365 days a year. The service is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. You can also access:

- Emotional support and counselling
- Six sessions of in person or telephone counselling
- Access to online Cognitive Behavioural Therapy
- Specialist information on work-life balance
- Financial and legal advice

Able Futures

As a Trust, we are subscribed to Able Futures which provides up to nine months of confidential, no cost advice, guidance and support from mental health professionals to help you cope with work while you manage a mental health condition such as anxiety, depression or stress.

Discounted Bus Travel

As part of the First Bus Commuter Travel Club, Pathfinder employees benefit from discounts on work and leisure travel using First Bus services. The benefits include:

- Savings on discounted monthly bus tickets
- Unlimited bus travel in your chosen zone
- Tickets delivered straight the First Bus app
- Spread the cost of annual travel

Free Will Writing Service

Estate planning and will writing specialists Durham McCarthy are able to offer Pathfinder employees a free will writing service to help you plan for your future, protecting your family and loved ones.