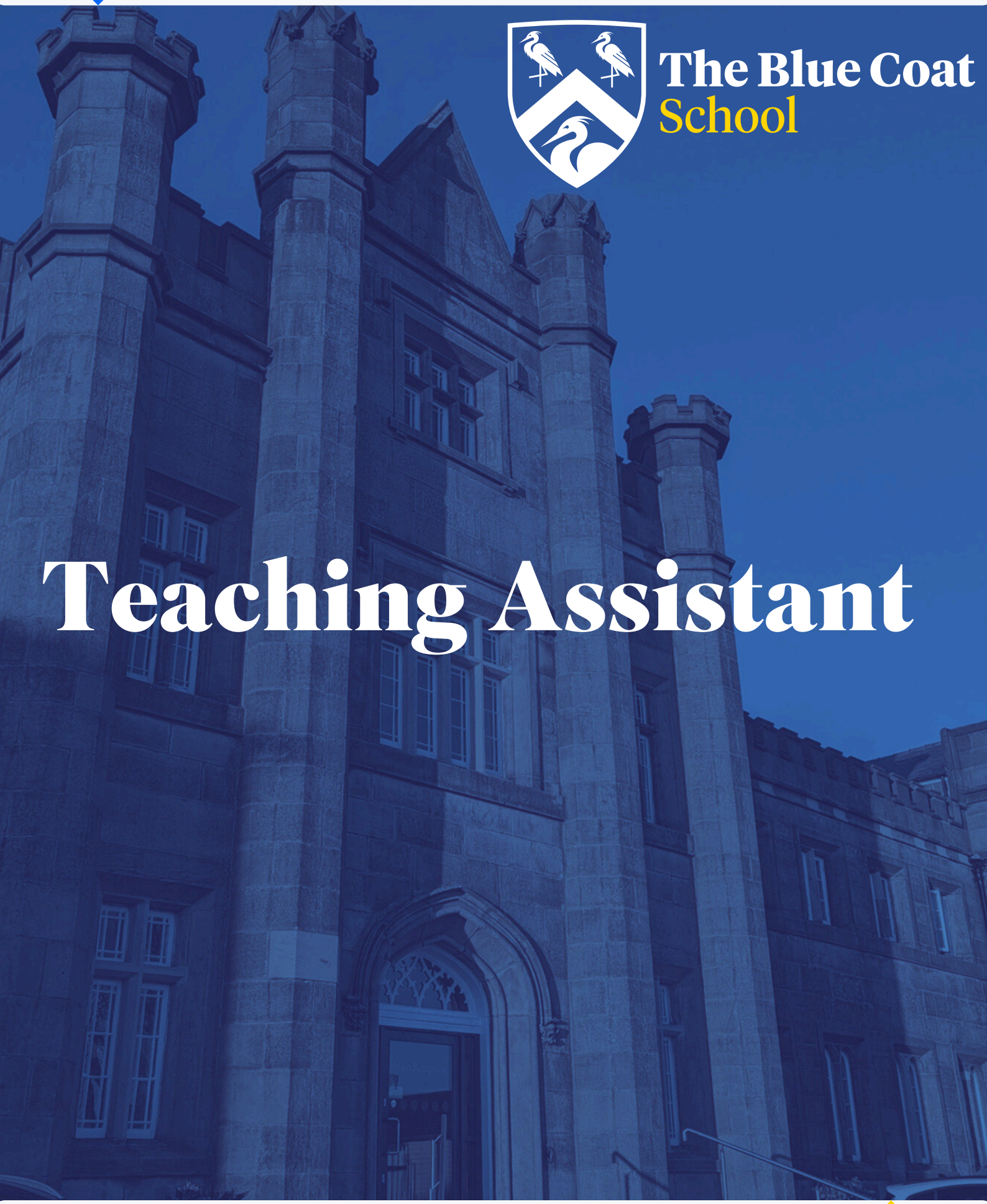


The Blue Coat School

Teaching Assistant

PROUD TO BE PART OF
Cranmer
Education Trust

The Blue Coat School

Cranmer Education Trust

Ofsted Outstanding Provider

November 2026

Dear Potential Candidate

Thank you for your interest in the post of **Teaching Assistant** at The Blue Coat School http://www.blue-coat.org

We are proud to be an Ofsted Outstanding, vibrant and welcoming 11-18 Church of England school with over 1,700 students of diverse faith, culture and background. We are consistently the highest attaining state secondary school in Oldham and amongst the highest in the country.

From humble beginnings, we have become one of the biggest, and most successful schools in the country. The school has a national reputation for high-quality teaching and learning, pastoral care, consistently high examinations results, and outstanding progress. Our most recent Ofsted Inspection, in 2022, judge the school to be outstanding in every category. We are a National Teaching School Hub and as a result are currently supporting almost 600 ECT's and their mentors across 187 Schools.

Blue Coat is dedicated to serving young people, to enable them to become everything they can be and everything they are meant to be. We are a Church of England school that welcomes other Christian denominations, and of other faiths, and none. Our Anglican beliefs, values and worship are the core of our life together in school.

Our aim is that all our pupils become good human beings, good friends, neighbours, citizens - people we are proud to know. Their social and emotional development, their self-respect and their ability to self-manage are just as important as their cognitive development. Pupils who are happy and secure in their school learn well and become successful people. High-quality pastoral care is at the core of the school.

The Blue Coat School is part of The Cranmer Education Trust, a strong multi- academy trust based in Oldham and Rochdale, with partnerships that extend into Tameside, Manchester, Stockport and beyond in the East Greater Manchester/ Pennine/ Lancashire region. We are committed to our local and regional area and the diverse communities that our schools serve, and to the training and professional development of all the people who work in schools to provide the quality of education, inspiration, and nurture that our young people need and deserve.

We are looking to appoint an energetic and creative person to work with our students, aged 11-18, including those with additional needs.

The postholder would be supporting teaching and learning in the classroom as well as running small group and one to one intervention.

Continuing our legacy of excellence.

The Blue Coat School

The person specification sets out the key experience, commitment and essential professional skills and qualities that we are looking for.

Full details about the post and application form are available from: Cranmer Education Trust Vacancies

If you would like to discuss the position further, please contact hr@blue-coat.org to arrange a call with a senior member of the Achievement for All Team.

We look forward to hearing from you.

Yours sincerely,



Mr R Higgins
Headteacher

Job Advert

"Pupils, and students in the sixth form, flourish at this school. They are immensely proud of their school and its history. Pupils experience an ambitious curriculum that is successfully designed to build a deep and secure body of knowledge over time. They are exceptionally well prepared for the next stage in their education." (Ofsted 2022)"

Teaching Assistant

Grade 4 SCP 12 - 17, £29,542 - £32,046 per annum (Pro-rata)

Actual Salary: £22,427 - £25,100 (dependent on continuous service & experience

Part Time: 32 hours, 30 minutes per week (Monday - Friday)

Term Time only plus 1 week

Permanent

We are seeking to appoint an energetic, creative, and enthusiastic individual to join our Achievement for All team in the role of Teaching Assistant. The role involves working with students aged 11–18, including those with additional needs, supporting teaching and learning both within the classroom and through targeted small group and one-to-one interventions.

This is an excellent opportunity for someone who is passionate about making a positive difference, contributing to the development of young people, and supporting them to become confident, respectful, independent, and resilient individuals.

We are looking for a candidate who:

- Is empathetic and able to build strong relationships, establishing trust and rapport with students, staff, and parents.
- Acts as a positive role model and is confident in challenging expectations while contributing effectively as part of an established team of education professionals.
- Is a confident and effective communicator with both adults and young people.
- Has high standards of numeracy and literacy and can inspire and motivate students to achieve their full potential.

While previous experience in an educational setting would be advantageous, it is not essential. We welcome applications from individuals who demonstrate high personal standards, enthusiasm, and a genuine passion for working with young people of all needs and abilities.

This role would be particularly well suited to individuals considering a career in teaching, as the Trust offers strong professional development pathways, including access to its own teacher training school.

Working for The Blue Coat School means that you would be part of the Cranmer Education Trust, a successful, growing Trust which prides itself on looking after its people, offering a high level of support and access to expertise. This is an excellent time to join the team, as we develop collaborative structures and systems to enhance and support our growing family of schools.

There are 10 schools in our trust, both primary and secondary schools, across Oldham and Rochdale. The trust also incorporates a teacher training school and the East Manchester Teaching Hub, which support the training and development of new and existing teachers across the North West of England. For further details please visit: Cranmer Trust Vacancies

This position will be based at The Blue Coat School, Oldham, but may from time to time require travel as necessary to collaborate with other schools which are all locally based.

We offer:

- Opportunities for professional development in a growing Trust
- A strong school community that places children, families and staff at the heart of everything we do.
- A supportive team who will work with and alongside you to achieve the very best
- LGPS career average pension scheme with a generous employer contribution
- Central Oldham location close to good transport networks

The Blue Coat School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The Cranmer Education Trust follows safer recruitment practices. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020 and appointment is therefore subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service.

For further information please refer to:

- The Cranmer Education Trust's Safeguarding and Child Protection Policy Trust Policies | Cranmer Education Trust
- The Trust's statement on the employment of ex-offenders, in the vacancy Supporting Documents section.
- The job description and person specification for further information regarding the safeguarding responsibilities of the role.

Follow the link Vacancies to apply for this vacancy. Please note CVs are not accepted.

Closing date for applications:	**Monday 16 November 2026 @ 09:00
Interviews:	W/B 16 November 2026 - Date to be confirmed.
Start Date:	ASAP – Can be negotiated for the right candidate

The Cranmer Education Trust is an equal opportunities employer and will provide reasonable support to disabled applicants throughout the recruitment process.

**** Applicants are advised to submit their applications at the earliest opportunity. The Trust reserves the right to close the vacancy prior to the advertised deadline should a high volume of applications be received.**

Job Description

Role:	**Teaching Assistant**
Salary:	**Grade 4, SCP 12 -17**
Working Pattern:	**Part Time, 5 days per week (Monday - Friday)**
Term:	**Term Time Only (Plus 1 Week)**
Hours:	**08:30 - 15:30 (32 hours, 30 minutes)**
Contract:	**Permanent**
Responsible to:	**Assistant Headteacher (Achievement for All)**

RESPONSIBILITIES

Support for Pupils

1. Acting as role model, contribute to a purposeful learning environment where learners feel safe, secure and confident, establishing rapport and respectful, trusting relationships.
2. Promote inclusion and acceptance of all pupils in the classroom by encouraging interaction and engagement in teacher led activities.
3. Contribute to SEND support plans and reviews.
4. Supervise, assist and support pupils, including those with special needs, to access learning activities.
5. Plan and deliver small group or one to one intervention, monitoring progress and giving appropriate feedback.
6. Assist the teacher in evaluating intervention approaches.
7. Promote self-esteem and independence and employ strategies to recognise and reward achievement of self-reliance.
8. Support and implement pupils' personal programmes, including social, health, physical, hygiene, and welfare. Following appropriate training and in line with school procedures, administer basic first aid and/or medication as required.

Support for Teachers

1. Promote positive values and attitudes and encourage pupils to take responsibility for their own behaviour. Deal promptly with behaviour incidents in line with school policy.
2. Contribute to parent and carer liaison, attending meetings as required.
3. Work with the teacher to plan, implement and evaluate lessons and activities in order to gain best outcomes for pupils.
4. Provide objective and accurate feedback and reports as required on pupil achievement, progress, and other matters, ensuring availability of appropriate evidence.
5. Support internal and external examinations and tests, invigilating as required.
6. Be responsible for keeping and updating records in a format agreed with the SENDCo, contributing to reviews / systems of records and systems as necessary.
7. Collate pupil reports in liaison with the teacher, inputting data as required.
8. Supervision at break / lunchtimes and before / after school
9. Support the teacher in creating and maintaining a vibrant and welcoming learning environment.
10. Promote self-esteem and independence and employ strategies to recognise and reward achievement of self-reliance.
11. Support and implement pupils' personal programmes, including social, health, physical, hygiene, and welfare. Following appropriate training and in line with school procedures, administer basic first aid and/or medication as required.

Support for the School

1. In liaison with the teacher, establish strong working relationships with external agencies to support the achievement and progress of pupils.
2. Actively engage with educational visits and events, providing additional supervision for pupils.

Standard Duties

1. Proactively promote and comply with safeguarding / child protection in all areas of responsibility.
2. Understand the importance of inclusion, equality and diversity, both when working with pupils and with colleagues, and promote equal opportunities for all.
3. To uphold and promote the values and the ethos of the school.
4. Implement and uphold all policies, procedures and codes of practice of the school.
5. Support the school's health, safety and welfare policy and be aware of the responsibility for personal health, safety and welfare and that of others reporting any hazards and actively contribute to the security of the school, e.g. challenging a stranger on the premises.
6. Participate fully in staff training and development opportunities including attendance at staff meetings, and work to continually improve own and team performance, sharing skills and expertise with others as required.
7. Undertake any other additional duties commensurate with the grade of the post.

Whilst every effort has been made to set out the main duties and responsibilities of the post, each individual task undertaken may not be identified.

This job description is a guide to the duties and should be read in conjunction with the accompanying person specification.

The post is subject to an Enhanced DBS including a check against the children's barred list.

Person Specification	E	D	A/I/T
Qualifications			
Literacy and Numeracy skills equivalent to Level 2 of the National Qualification & Credit Framework	✓		A
Emergency First Aid training (or willingness to complete)	✓		A/I
NVQ 3 for Teaching Assistants or equivalent qualification up to degree level or experience		✓	A
Training in relevant learning strategies, e.g. literacy, bi-lingual, sign language, dyslexia, etc.		✓	A
Experience			
Experience of working with children in an education setting who may have different individual needs and learning styles		✓	A/I/T
Experience of preparing/contributing to resources to support learning programmes		✓	A/I
Experience of working collaboratively as part of a team as well as being a self-motivator	✓		A/I
Experience of keeping accurate and up to date records	✓		A/I
Professional Skills & Abilities			
Strong communication skills for effective relationships with pupils, colleagues and families	✓		A/I/T
Creative skills to contribute to and adapt learning activities relating to the National Curriculum and other learning objectives	✓		A/I/T
Ability to remain positive in challenging situations and be a consistently good role model	✓		A/I
Self-reliance, resourcefulness and the ability to work on own initiative	✓		A/I
Ability to embrace and utilise the latest technologies to complete tasks and improve efficiencies	✓		A/I
To continually improve own practice/knowledge through self-evaluation and learning from others	✓		A/I
Professional resilience and the ability to manage sensitive situations, maintaining appropriate levels of confidentiality	✓		A/I
Knowledge			
Understanding of the principles of child development and learning processes	✓		A/I/T
Understanding of the wider safeguarding agenda working with children and young people	✓		A/I
Understanding of equal opportunities and inclusion and how it applies in a school setting	✓		A/I
Knowledge of 11-16 curriculum and other relevant learning programmes and strategies		✓	A/I/T
Knowledge of safeguarding and its importance within schools	✓		A/I
Knowledge of a second language, e.g. British Sign Language, Urdu or Polish		✓	A
Work Circumstances			
Occasional out of hours working to support school events/trips	✓		A/I

Essential:	E	Desirable:	D

Application:	A	Interview:	I	Test:	T

N.B. Any candidate with a disability who meets the essential criteria will be guaranteed an interview