



Marsden Heights Community College

The best in everyone™

Part of United Learning



MARSDEN HEIGHTS COMMUNITY COLLEGE

RECRUITMENT INFORMATION PACK

TEACHING ASSISTANT-LEVEL 2

CLOSING DATE: 6th July 2026

INTERVIEWS: 10th July 2026



United Learning
The best in everyone™

Welcome



Marsden Heights Community College joined United Learning in November 2020. In 2023, following rapid improvements, Ofsted inspected the school and rated it **Good** in all areas.

At Marsden Heights we believe our students deserve the very best education, experiences and opportunities to develop their whole character. Our aim is to help our students grow into respectful, resilient adults with a lifelong love of learning. We seek to ensure that our students are effective communicators, active participants and independent learners, equipped to engage confidently with the world around them.

To support both academic and personal growth, we ensure students benefit from a wide range of experiences. Our commitment to *Education with Character* offers opportunities beyond the classroom, enabling students to access a broad, well-rounded curriculum. Our co-curricular programme ensures our students experience much more than just the taught curriculum.

The school's focus on student learning is the driving force behind everything that we do. Students are offered a diverse and challenging curriculum supported by the United Learning common curriculum both inside and outside of the classroom. We have high expectations at all times and make no apology for demanding the best, from our students and our staff, as only the best will do for our children. We teach the students that *Every Minute Matters* on their educational journey.

Our values of *Respect, Aspiration, and Resilience* guide daily life at Marsden Heights. We expect students to be ready to learn, take on new challenges, and aim high as they move toward their own version of success. We recognise that learning is a journey, and we commit each day to doing our very best for our students. As a welcoming school, we foster a 'no blame' culture in which staff work collaboratively for the good of every child. It is essential that all colleagues share our determination and belief that every student can and will achieve their very best.

As a United Learning school, our shared mantra is 'The Best in Everyone'. This underpins all aspects of our work. We are looking for people who want the best for every young person, regardless of background.. We are earnest in our commitment to safeguarding our young people, and we promote a shared leadership of developing the holistic student.

I hope this recruitment pack provides all the information you need, and I encourage you to explore our website for further insight into our school community. You are warmly invited to contact us or arrange a visit to see Marsden Heights Community College in action and meet our wonderful students and staff. Please visit: www.marsdenheights.co.uk

I look forward very much to welcoming you to our school.

With kind regards



Our Ethos & Values

At Marsden Heights Community College, our vision is work together to ensure that every student reaches their full potential every day and is prepared for life after school.

Our Ethos	Our Values
<p>Students are proud to be members of Marsden Heights Community College and aspire to demonstrate these characteristics in lessons and when representing our school:</p> <p>AMBITIOUS</p> <p>To aim to be the best version of yourself, in all that you do.</p> <p>CONFIDENT</p> <p>To have the courage of their convictions and to take risks in the right cause.</p> <p>CREATIVE</p> <p>To imagine possibilities and make them real.</p> <p>RESPECTFUL</p> <p>To be respectful in all that they do.</p> <p>ENTHUSIASTIC</p> <p>To seek opportunity, find what is good and pursue their talents and interests.</p> <p>DETERMINED</p> <p>To overcome obstacles and reach success.</p>	<p>We foster an environment where our values are at the core of everything we do:</p> <p>RESPECT</p> <p>At our school, respect is at the heart of everything we do. We foster an inclusive and diverse community where everyone feels safe, valued and heard.</p> <p>ASPIRATION</p> <p>We inspire students to aim high, take pride in their progress, and embrace every opportunity to grow and succeed in school and beyond.</p> <p>RESILIENCE</p> <p>Our students develop self-discipline, confidence and positivity to overcome obstacles, support each other, and thrive both in school and life.</p>



The Role

Salary: £25,918.00 FTE Benefits including: Local Government Pension Scheme, Health Care Cash Plan, Generous Staff Discount scheme, 3 extra inset days for planning, at least one personal leave day per year.

We are seeking a dedicated and enthusiastic Level 2 Teaching Assistant to join our supportive and welcoming school community. The successful candidate will work closely with teachers to support students learning, helping to create an inclusive, positive, and engaging classroom environment.

The successful candidate must:

- Someone who is passionate about the education of young people and who will inspire our students.
- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Contribute to maintaining a safe, stimulating and inclusive environment.

Closing Date: 6th July 2026

This job description is current at the date shown but following consultation may be changed by the Principal to reflect or anticipate the changing demands of the post commensurate with the grade and job title.

Rewards & Benefits

Rewards and Benefits

Our pledge, to all our academy teachers, is that by working for us you will benefit from **more pay, more time, and more support.**

More pay...	More time...	More support
<ul style="list-style-type: none">• We pay an average of 5% above national scales – the best rates of pay in the sector.• Cash towards medical treatment.• Generous staff discount scheme.	<ul style="list-style-type: none">• Three extra INSET days for planning.• At least one personal day a year.	<ul style="list-style-type: none">• Great training for your career.• Exceptional curriculum resources.• Expert subject advice.• Support for your wellbeing.

Marsden Heights Community College is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England.

United Learning work as a team to achieve more by collaboratively than any single stand alone school could. Our subject specialists, our Group-wide hub, our own curriculum, and our online learning portal all help us share knowledge and resources, helping to simplify work processes and manage workloads for an improved work-life balance

Join Us

We warmly welcome prospective candidates to visit us and experience our ethos firsthand. We believe that seeing the school in action gives the clearest picture of the impact you can make as Vice Principal. A school visit offers the chance to:

- Meet our committed staff and enthusiastic students
- Experience our positive learning environment
- See how our values shape daily school life
- Learn more about our improvement priorities and our aspirations for the future

Arrange a tour, call us on 01282 683060

How Accessible is Nelson?



- The most direct motorway route from Manchester to Nelson is via the M65 and M66, and typically takes 45 minutes.
- Train journeys from Manchester are regular, with changes at Blackburn or Preston.
- Regular regional bus routes, including the X43, provide straightforward travel to Manchester and surrounding areas.
- The Accessible Nelson project is improving traffic flow, walking routes and multimodal transport connections throughout the town.

Why is Nelson a Great Place to Live and Work?

- A friendly, diverse community with affordable housing and strong local amenities.
- A balance of urban access and natural beauty, including proximity to the Pennines and Pendle Hill.
- Ongoing regeneration and infrastructure investment make it an increasingly dynamic place to live and work.

Learn More About Joining Our Team

Discover what makes Marsden Heights Community College a great place to work. Visit the Recruitment section of our website to explore our values, opportunities, and what you can expect when you become part of our community.

www.marsdenheights.co.uk/work-with-us



JOB DESCRIPTION
TEACHING ASSISTANT - LEVEL 2

Hours of work:	37.5 hours per week	Contracted weeks:	Term Time Only
Supporting work/life balance:	5 Inset days per year, plus an additional 3 planning days, at least one personal day per year		
Reporting to:	Literacy Lead	Direct Reports:	
Salary:	£25,918.00 FTE	Employer Pension contribution:	Local Government Pension Scheme

Purpose of the Role: Role Purpose:

In this role you will work closely with the teaching staff to support the SENDCO and Lead Learning Coach, supporting teaching staff in the classroom. You will be assisting with subject-specific learning providing tailored support. You will work with whole classes, small groups of students and individual students with Special Educational Needs and Disabilities (SEND).

Key Responsibilities:

Support our Students

- Support students to undertake agreed subject-specific learning activities.
- Adapt your support for students with varying needs including SEND and EAL, using agreed techniques.
- Assist students with additional personal needs, including social, health, physical, hygiene and welfare.
- Support the class teachers / SENDCO to implement Individual Support Plans and Educational Health Care Plans.
- Promote independence and employ strategies to recognise and reward achievement of self-reliance.
- Provide feedback to students on their progress and achievement as appropriate, using Arbor.
- Help students access learning activated through specialist support. This may include liaising with internal and external professionals including therapists, medical staff, and education specialists.

Support the Teacher

- Support the management of good behaviour, conflict resolution, and the promotion of positive peer relationships in line with school procedures.
- Identify and solve potential challenges for the students you support, to enable a positive learning environment for all.
- Oversee the preparation of classrooms with subject-specific learning materials and resources.
- Provide detailed feedback to the teacher on achievements, progress, and concerns for the students you support and keep accurate records as required.
- Support with marking and delivering feedback to students as appropriate.
- Correct use of equipment and resources to meet the lesson plans/needs, including IT.
- Determine the need for, prepare and maintain general and specialist equipment and resources.

Support the School and Community

- Demonstrate the importance of inclusion, equality and diversity when working with students and colleagues and when representing the school at all times.
- Build respectful and trusting relationships with students and families, acting as a role model for our professional behaviours and high aspirations.
- Proactively engage with activities outside the classroom, working as part of a team to oversee students and support with activities, such as break and lunch duties, before and after school clubs.
- Supervise students on visits and trips outside of school as required.

General Duties and Responsibilities:

- This job description must be read in conjunction with the overall requirements of responsibilities identified within relevant conditions of service.
- Whilst every effort has been made to identify the main duties and responsibilities, each individual task may not be specifically identified.
- Colleagues will be expected to comply with reasonable requests from their line manager/senior staff to undertake work of a similar level that is not specified within this job description and to observe all Academy policy statements.
- Colleagues are expected to be courteous to other colleagues and provide a welcoming environment to visitors and telephone callers.
- At all times working in line with Academy policy and procedures.
- To attend staff training events as appropriate.
- To take care of own and others health and safety.
- To be aware of the confidential nature of issues relating to home/academy/parent/carer.
- The Academy will endeavour to make reasonable adjustments to the job and working environment to enable access to employment for disabled applicants or continued employment for any employee who develops a disabling condition.

JOB SPECIFICATION

Job Title: Teaching Assistant - Level 2

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE
GCSE English and Maths (grade C/4 or higher).	X	
Support Teaching and Learning Qualification.		X
EXPERIENCE		
Working with children across the age and ability range appropriate to the role.		X
Working with children with additional needs in a similar role.		X
SKILLS & KNOWLEDGE		
The ability to use IT effectively to support tasks and activities.	X	
Good written and verbal communication skills, fluent in English.	X	
A broad understanding of effective learning strategies/styles.		X
Ability to recognise potential barriers to learning and an ability to develop plans to overcome these.		X
Understanding of different strategies to manage behaviour and social skills development in a classroom context.		X
Working knowledge of strategies available to support children with additional needs.		X
Knowledge of the role of external agencies and the role that they can play to provide support for students.		X
Good problem-solving skills.	X	
PERSONAL CHARACTERISTICS		
A commitment to own continuous professional development and learning.	X	
Demonstrates a commitment to treating others fairly, consistently and with respect championing our inclusive culture.	X	
Passionate about making a difference to young people and our communities.	X	
Approachable and patient.	X	
Committed to the safeguarding of young people.	X	
Willingness to participate in training, particularly First Aid and Team-Teach.	X	

Marsden Heights Community College is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The academy is committed to safeguarding and promoting the welfare of children and young people and it expects all staff and volunteers to share this commitment.