Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant

Poppleton Road Primary School

Closing date: Monday 12th October 2026 at 09.00am

Interview date: TBC

Poppleton Road Primary School

Poppleton Road Primary School are seeking to appoint an excellent and enthusiastic Teaching Assistant who can provide significant support for individuals and small groups of children primarily in KS1. There will also be some in class support.

We are looking for a teaching assistant who:

- Has experience of working with children who have significant SEMH needs, SLCN needs and Elklan Work
- Enjoys collaborating and working as part of a team.
- Contributes to the wider life of the school .
- Is self motivated and can work on their own initiative.
- You will provide high quality PPA cover, from N - Y2, for up to 3 sessions per week. Over the week you will support children in class providing quality first teaching, whilst also working with children to provide targeted support which may include phonics intervention, SALT, SEMH and 1:1

At Poppleton Road you will find:-

- Committed, hardworking and dedicated staff and governors.
- Children who really enjoy coming to school and have a genuine love of learning.
- A school with a friendly and caring atmosphere.
- Pupils and adults who have a cheerful outlook and very positive relationships.
- A school which frequently provides pupils with memorable and enjoyable learning experiences.
- A commitment to working in partnership with all of our stakeholders

Required from November 2026.

School

Poppleton Road Primary School

Job Title

Teaching Assistant

Reports to

Headteacher

Grade

TA3 Grade 6 level 1 –4 (£29,331—£31,998 reduced pro rata) PPA cover across N-Y2 up to 3 sessions a week at TA4 Grade 7 level 1 –4 (£32,526—£34,840 reduced pro rata)

Additional Information

30 hours Term time only

Monday - Friday 8.30am to 3.15pm (including lunch and break duties)

An application form and further details are available to download from the Pathfinder MAT website: https://pathfinder.academy/careers/vacancies/

Please submit completed forms electronically to: office@poppleton.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 806000.

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About our School

Poppleton Road Primary School (endearingly referred to by the school community as Poppy Road) is a popular, well regarded and happy school situated just on the outskirts of York City Centre. It has almost 400 children on roll from age 4 to 11. The school is very excited that it has recently been granted a significant change so that it can now admit 3 year olds and this provision will be ready to open in September 2025.

Poppy Road has fantastic warm and friendly children, an incredibly hardworking and dedicated staff team, a very committed Local Governing Committee and wonderful families who we have developed excellent partnerships with.

Poppy Road has the feel of a big family and all members of the school community are dedicated to supporting children and adults alike. We have children who genuinely love coming to school and a staff team who are very established and committed to life at Poppy Road.

We thrive on an ethos of support and continuous improvement through modelling and developing best practise, coaching and motivating a talented and dedicated staff team.

Poppy Road is a happy, vibrant, inclusive and an increasingly diverse school. We pride ourselves on basing all of our work around our four values of Success, Enjoyment, Community and Safety.

We are a very safe and welcoming place to learn and are committed to meeting the needs of every child in an environment of nurture and support.

Poppy Road continuously strives to be the 'school of choice' within the local area and values and develops many successful partnerships with our community partners.

Success

Enjoyment

Community

Safety

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About our Trust

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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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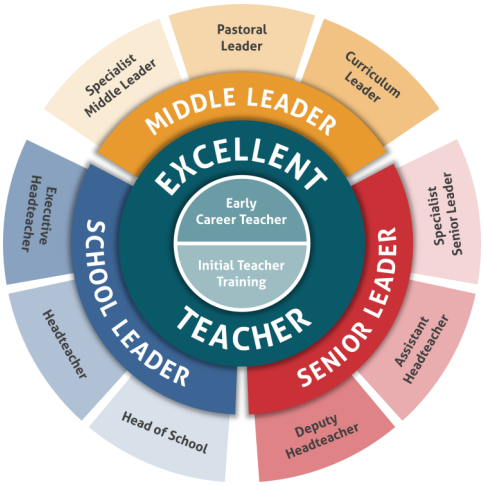
Professional Development

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 19.9% 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.