

HOLLYFAST PRIMARY SCHOOL

TEACHING ASSISTANT



Location: Hollyfast Primary School
Post: Teaching Assistant
Grade: Grade 3 Spine point 4-7 (Depending on Experience)

Responsibility for:

Directorate: People
Service: Primary Schools
Time: 8.15-3.45 (half an hour lunch) 35 hours per week
Start date: 1st September 2026
Closing date: 31st May 2026
Interviews: w/c 8th June 2026

Responsible to Head Teacher

- To be responsible to the Head Teacher and the Governing Body as an effective member of the school’s staff team.
- To support the school in its development and education process by providing care and supervision to all children, including those who have special, physical, emotional and educational needs
- To support children’s learning activities
- To help keep children safe
- Promote positive behaviour
- Develop and promote positive relationships
- Support the development and effectiveness

Our School

Thank you for taking the time to read through our Job Description for a Teaching Assistant vacancy. We are a three-form entry primary school, based in the area of Coundon, Coventry. Due to an increasing demand for places, and a very positive reputation within the local area, the school has continued to grow in size. Being one of the largest schools in Coventry, we are an integral part of the local community. Although big in size and numbers, Hollyfast has a real family feel. We perceive this to be one of our strengths. Staff and children feel a sense of belonging and are extremely supportive of each other.

Mr Watson joined the school in January 2022 and has built a new team around him who all share the same values and passion for driving the school forward to encourage the children to “Aim High, Grow within and Reach beyond the stars”.

In a recent Ofsted Inspection, the school was rated as good, with inspectors noting that “Every day, happy pupils thrive, surrounded by love and care” and “staff feel that the school is well-led and managed. They value the support provided to them for their emotional well-being by caring leaders and dedicated governors”.

“There is a big focus on staff development here at Hollyfast, and over the last 2 years, I have been developed lots as both a teacher and a leader. CPD is an integral part of the working life at our school. From external leadership training and national networking links, to internal professional learning opportunities, it really is a collaborative approach to driving standards.

The leadership team are very approachable and supportive, and despite the size of the school, personal growth is highly valued.”

Hollyfast staff member



The Post – Teaching Assistant

- To support children’s learning activities.
- To help to keep children safe.
- Promote positive behaviour.
- Develop and promote positive relationships.
- Support the development and effectiveness of work teams.
- Reflect on and develop practice.
- Maintain confidentiality at all times.

Supporting Pupils

- Promote and safeguard the welfare of all pupils by adhering to the school’s safeguarding policies and procedures at all times.
- Prepare, organise, and maintain safe, engaging learning environments, including setting up resources and materials for planned activities and ensuring classrooms remain well maintained during and between sessions.
- Respond appropriately to accidents, emergencies, and illness, including providing first aid where trained to do so.
- Support the inclusion of pupils with disabilities and/or special educational needs (SEND).
- Enable pupils with additional needs to participate fully in the school’s activities, learning opportunities, and wider experiences.
- Encourage and promote positive behaviour in line with the school’s behaviour policy.
- Support teaching and learning activities in collaboration with the class teacher, while encouraging pupils to develop independence and confidence in their learning.
- Build and maintain positive, professional relationships with pupils, staff, and parents/carers where appropriate.
- Provide general care and welfare support for pupils, in accordance with school policies and procedures, including:
 - Assisting with personal care routines such as toileting, dressing, and changing where required;
 - Changing and appropriately disposing of soiled clothing;
 - Supporting pupils with injuries and administering first aid where appropriately trained;
 - Assisting with the administration of medication under the guidance of relevant medical staff;
 - Monitoring and supporting pupils’ general health, wellbeing, and welfare;
 - Complying with all policies relating to safeguarding, child protection, health and safety, confidentiality, security, and data protection, and reporting any concerns promptly to the appropriate person.
- Supervise and support pupils during a daily 30-minute lunchtime duty.

Support for Teachers and other Staff Team Members.

- Contribute to the planning and evaluation of teaching and learning activities.
- Plan, deliver and evaluate teaching and learning activities under the direction of a teacher.
- Observe and promote pupil performance and development.
- Contribute to the assessment of learning as agreed with the teacher to promote pupils learning and including observation, oral feedback to pupils, evaluative notes on planning or assessment tasks and maintaining pupil records.
- Support children and families through home visiting alongside the teacher as directed.

Support for the School

- Contribute to self- evaluation practices within school.
- Develop and maintain working relationships with other practitioners.
- Participate in CPD opportunities.
- Reflect on and develop your own practice.
- Play an active role in the Health and Safety procedures and safeguarding policy.
- Act upon the risk assessment procedures that are in place to support all learners.

Professional responsibility

- Undertake an annual review to discuss achievements in line with the job description and identify any training needs.
- Undertake any necessary training to ensure an up to date working knowledge of the support for teaching and learning.
- Attend relevant training courses to update knowledge and extend understanding within particular areas.
- To comply with the School’s Professional Code of Conduct as part of the terms and conditions of employment and it is the responsibility of the employee to read the Code and all employees are responsible for their own actions.
- All duties and responsibilities must be carried out with due regard to the City Council’s Health and Safety Policy.
- Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council’s Equal Opportunities Policy.
- Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

- Any other duties and responsibilities within the range and salary grade.

Our school is committed to safeguarding children and promoting children's welfare. This post is subject to all the relevant pre-employment checks set out in Keeping Children Safe in Education, including an enhanced DBS certificate with a barred list check.

The post holder must comply with Coventry City Council's Health and Safety policy and in particular is required:-

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To co-operate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their Head Teacher, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).

Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Equal Opportunities Policy.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

Responsible to: Head Teacher

Date Reviewed: May 2026

