

Job Description – Teaching Assistant (L2-L4)

NewHeart Learning (Alternative Provision, Cambridgeshire)

Start Date: September 2026

Salary: Competitive, dependent on experience

Contract: Full-time (part-time considered)

Purpose of the Role

The Teaching Assistant will play a key role in supporting pupils with Social, Emotional and Mental Health (SEMH) needs, Emotionally Based School Avoidance (EBSA), and those currently out of education. This role supports both NewHeart Learning's provision and local schools, contributing to reintegration, therapeutic support, personalised learning, and strong relational practice. The successful candidate will help create a safe, nurturing, and aspirational environment where young people can rebuild confidence, re-engage in education, and make meaningful progress.

Key Responsibilities

Pupil Support

- Provide personalised support to pupils with SEMH and EBSA needs within NewHeart Learning and partner schools.
- Build strong, trusting relationships that promote emotional regulation, confidence, and positive behaviour.
- Assist pupils with reintegration into mainstream or specialist settings, supporting transition plans, check-ins, and home/school communication where required.
- Travel to local schools to provide in-class support, 1:1 mentoring, or transition sessions.
- Support pupils who may present with anxiety, low self-esteem, or challenging behaviour using therapeutic and relational approaches.

Learning & Classroom Support

- Assist teachers with the delivery of lessons, interventions, and personalised learning plans.
- Support engagement, motivation, and access to learning for pupils working below age-related expectations or with significant barriers.
- Adapt resources and strategies to meet individual needs and learning styles.
- Contribute and facilitate the delivery of academic and vocational programmes, including AQA Unit Awards, accredited pathways, and life-skills learning.
- Provide 1:1 and small-group interventions to support literacy, numeracy, social skills, or emotional wellbeing.

Pastoral & Behaviour Support

- Promote a consistent, calm, and relational approach to behaviour in line with NewHeart Learning's therapeutic ethos.
- Support pupils in identifying and reflecting on triggers, emotions, and strategies for self-regulation.
- Help maintain a safe, structured, and aspirational learning environment.
- Work closely with parents, carers, teachers, and external professionals to support holistic progress and wellbeing.

Wider Contribution

- Actively contribute to the development of a new and evolving Alternative Provision as part of the founding team.
- Participate in enrichment activities, off-site learning, and community or wellbeing projects.



- Engage fully in CPD, supervision, and reflective practice to strengthen professional skills in SEMH, EBSA and interventions.
- Support the creation and review of resources, routines, and systems that help shape a positive school culture.
- Uphold safeguarding, equality, diversity, and inclusion across all aspects of the role.

Person Specification

Essential Criteria

- A nurturing, patient, and relationship-focused approach to supporting young people.
- Confidence in working both within NewHeart Learning's provision and in external school environments.
- Ability to stay calm, consistent, and solution-focused under pressure.
- Understanding of SEMH needs, EBSA, and barriers to learning in Alternative Provision.
- Strong communication and interpersonal skills.
- High levels of resilience, flexibility, and a genuine passion for supporting disengaged learners.
- Commitment to safeguarding and promoting the welfare of children and young people.
- A full UK driving licence due to travel requirements.

Desirable Criteria

- Experience working with SEMH, EBSA, SEND, or vulnerable learners.
- Experience supporting AQA Unit Awards, vocational learning, or therapeutic interventions.
- Experience delivering small-group or 1:1 interventions.
- Relevant CPD or qualifications in SEMH, SEND, behaviour management, trauma-informed practice, or youth work.

Additional Information

NewHeart Learning is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to **enhanced DBS checks**, online checks, and satisfactory references.

Closing date: This post will remain open until Friday 3 July with interviews taking place week commencing 6 July. We reserve the right to close the advert early if a suitable candidate is appointed.