

Inclusion Support Worker

Cross Gates Primary School

Permanent (subject to the successful completion of a 6 months probationary period).

Full Time commencing as soon as possible.

32.5hrs (Term time only) *Usual working day 8:30am-3:30pm*

Grade: B3



Cross Gates Primary is a school where our children are at the heart of our decision making. We know our children as individuals and we tailor our teaching, learning and nurture to their needs. We are proud of our inclusivity family ethos and celebrate the fact our thriving one form entry school is at the heart of the community.

We are seeking a compassionate, resilient and dedicated Inclusion Support Worker to join our committed team. This is a rewarding opportunity to make a meaningful difference to the lives of children who experience Social, Emotional and Mental Health (SEMH) needs, helping them overcome barriers to learning and achieve their full potential.

Working closely with teachers, leaders, families and external professionals, you will provide targeted support for pupils, enabling them to engage positively in school life, develop emotional regulation skills and experience success both academically and socially.

The Role

As an Inclusion Support Worker, you will:

- Build positive, trusting relationships with children who require additional SEMH support.
- Deliver targeted interventions and personalised support to help pupils develop emotional resilience, self-regulation and positive behaviour.
- Work alongside class teachers to remove barriers to learning and promote inclusion within the classroom.
- Support pupils during challenging moments using restorative and trauma-informed approaches.
- Contribute to the planning, implementation and review of individual support plans.
- Work in partnership with parents, carers and external agencies to ensure the best outcomes for children.
- Help create a safe, nurturing and inclusive learning environment where every child feels valued and supported.

We are looking for someone who:

- Has experience of working with children, ideally within a primary school or similar setting.
- Has a good understanding of Social, Emotional and Mental Health (SEMH) needs and the impact these can have on learning and behaviour.
- Is calm, patient and empathetic, with excellent communication and relationship-building skills.
- Can remain positive and solution-focused when supporting children through challenging situations.
- Is committed to inclusive practice and believes every child can succeed with the right support.
- Works effectively as part of a collaborative team whilst using their own initiative when required.

We can offer:

- A welcoming, supportive and inclusive school community.
- Friendly, dedicated and experienced colleagues.
- High-quality professional development and training opportunities.
- A rewarding role where you can make a genuine difference to children's lives every day.
- A culture that values wellbeing, collaboration and continuous improvement.

If you are passionate about supporting children with SEMH needs and helping every child overcome barriers to learning, we would be delighted to hear from you.

Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We promote diversity and want a workforce that reflects the population of Leeds. The successful applicant will be subject to an enhanced DBS check, satisfactory references and all relevant pre-employment checks.

Visits to the school are warmly welcomed and can be arranged by contacting the school office on 0113 264 5763.

All completed application forms must be emailed to recruitment@crossgatesprimary.co.uk – for more information please contact school on 0113 264 5763.

Closing date for applications is 9am on Monday 5th October 2026.

Interviews will be held on Thursday 15th October 2026.