

Advert

Role	Teaching Assistant
School	Vermont School
Hours	33 Hours a week, term time only
Salary	Grade 6 - £27,899 - £30,060 FTE **(Actual £21,389 - £23,046)**
Closing date	01 December 2026
Interview date	TBC
Start date	As soon as possible

An exciting opportunity has arisen for a Teaching Assistant to join our experienced team at Vermont Primary School, a small special school for children with SEMH as the primary area of need on their EHCP.

Vermont School, is a Thrive school. Relational practice and trauma informed approaches are core to how we support our wonderful children. We believe that our children need to be safe, feel special and have their needs met and we do this through love, play and a strong understanding of our children's individual needs.

We are seeking a passionate and experienced Teaching Assistant to join our team at Vermont School, a nurturing and inclusive environment catering to children with Social, Emotional, and Mental Health (SEMH) needs. If you are ready for a new challenge and enjoy working with an organisation where no day will be the same, then please apply.

We are part of the Aspire Community Trust, which is a small but fast paced trust consisting of 9 schools,1 secondary and 8 primaries. Our family of schools are based in the vibrant and diverse city of Southampton, on the South Coast of England. Our trust is based on the co-operative values of self-help, self-responsibility, democracy, equality, equity and solidarity. We believe in openness, honesty, social responsibility and caring for others.

Unlike a Multi-Academy Trust, our schools remain autonomous bodies with their own governing bodies and their own Headteachers. Whilst we are all Foundation Schools that work within the Aspire Community Trust, we also maintain our Local Authority maintained status. This is important – we want to provide a local education that meets the needs of our local context.

Job/person summary:

- To assist teachers in providing a learning environment that enables all children to access the curriculum and learn to the best of their ability
- To work with and support children with a variety of complex academic, physical and emotional/behavioural needs on a class, group or individual basis

We can offer you:

- a collaborative working environment;
- opportunities to work with multi agencies and access to –
    - play therapists
    - occupational health therapists
    - speech and language therapists
    - educational psychologists
    - Saints Foundation
- trauma informed working practices;

- the opportunity to work with wonderful young people and their families and make a significant difference to their lives
- a supportive senior leadership team who collectively and individually offer a wealth of experience;
- a comprehensive CPD programme;
- an individual induction programme supported by a buddy scheme;
- eligibility to join the Teachers' Pension Scheme or Local Government Pension Scheme for support staff;
- SEN allowance payable for teaching staff
- exciting move to extensively refurbished new school in the coming 18-24 months
- access to an Employee Assistance Scheme (EAP) for yourself and your family –
    - 24 hour helpline
    - phone and face to face counselling sessions
    - financial guidance
    - legal assistance
    - support & coaching for managers
    - signposting for general help
- a positive, creative and supportive environment

Application procedure

Should you wish to apply for this vacancy, please view the linked documents on our website, Vacancies | Vermont School

Please return the completed Application form to Mrs Annie Mewett, recruitment@vermontschool.co.uk

Where applicable, potential candidates may benefit from a tour of the school. Please note, any candidates requesting a tour will be asked for their current place of work which will allow the school to verify, where possible, the name and place of work given. Potential candidates will be asked to bring their current school ID and/or photographic ID as proof when they visit the school for a tour.

Successful candidates will be subject to online searches.

Applications will be reviewed as they are received. An early application is advised with interviews possibly being arranged in advance of the closing date. Vermont School reserves the right to make an appointment before the closing date.

Safeguarding

Vermont School Is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and fulfilling our statutory obligations as detailed in the DFE statutory guidance, 'Keeping Children Safe in Education'

We are committed to recruiting candidates who share this commitment and therefore we apply robust recruitment and selection procedures to ensure that the people selected are suitable and that all candidates are subject to the appropriate pre-employment checks

Equalities Statement

Vermont School is committed to equality of opportunity and to creating a diverse and inclusive environment for all staff and pupils. We welcome applications from all individuals, regardless of age, disability, gender, race, religion or belief, sexual orientation, or any other protected characteristic. We value the unique contributions that each member of our community brings and strive to ensure that everyone is treated with fairness, respect, and dignity.

Job Description: Teaching Assistant

Your role:

- As directed by the class teacher, to work with individuals or groups of children with complex needs, to support subjects and learning across the whole curriculum (according to the requirements of the school, this may include the supervision of a classroom for periods of time);
- To establish supportive, caring and secure relationships with the child/ children, promoting respect, self-esteem and a positive, inclusive whole school ethos;
- To develop knowledge and understanding of the specific academic, physical and emotional/behavioural needs of individuals and groups of children within the school and respond to them effectively;
- To assist the class teacher with the planning, development and delivery of suitable programmes of work for pupils (i.e. Individual Education Plans), for children with specific learning needs and/or a statement of Special Educational Needs
- To support class teachers to design, create and produce learning activities, materials and resources to support aspects of the curriculum or particular learning outcomes, and to assist and support the children in using them;
- To help, support and motivate the children, clarifying instructions, encouraging independent learning and enabling learning targets and outcomes to be achieved;
- To contribute to monitoring and recording pupils' progress, maintaining records and providing relevant feedback to teachers;
- To encourage and support good behaviour and to deal with unacceptable behaviour in accordance with school policies;
- To provide welfare support to the children. According to a child's specific requirements, this may include:
    - Administering First Aid and medicines
    - Attending to personal hygiene needs
    - Providing specific therapies/programmes tailored to a child's needs (e.g. physiotherapy)
    - Assisting children with mobility, which may include lifting, moving and carrying
- As directed by the Class Teacher, to liaise with outside agencies, where appropriate, in respect of individual children;
- To assist with general school duties. These may include:
    - Setting up classrooms, preparing resources and displays and tidying and clearing away
    - Supervision of children during playtimes and lunchtimes
    - Supervision of children entering and leaving school premises

Responsibilities of all school staff

At an appropriate level, according to the job role, grade and training received, all employees in the school are expected to:

- support the attitudes, beliefs and values alongside the vision of Vermont School
- contribute as a member of the Vermont team in all aspects of school life to enhance our community
- attend and contribute to staff meetings and INSET days as required
- take responsibility for safeguarding and children's welfare and ensure the immediate reporting to the DSL or a Deputy DSL of any safeguarding matters which place a child at risk or potential risk
- be aware of health and safety issues and act in accordance with the school's Health and Safety policy
- maintain positive discipline and uphold school policies and practices at all times, ensuring a safe, stimulating and positive learning environment for all pupils
- maintain appropriate standards of professional appearance and conduct and to ensure that all interactions with pupils, staff, parents, governors and visitors reflect a commitment to high

professional standards of courtesy and behaviour and effectively contribute to the safeguarding of learners at all times
- keep their Line Manager/ SLT appraised of any concerns whilst undertaking this role.

Professional development

As part of your performance development, ensure that you:

- fully engage in the Professional Development and CPD programme as required
- contribute to the setting of your own performance development targets which ensure Vermont improvement outcomes are met
- regularly review your own practice and set personal targets in consultation with your line manager
- take responsibility for, seek out and engage fully with CPD in order to support your development as a practitioner
- maintain accurate and up-to-date professional development records
- develop effective working relationships and network with local, national and digital agencies to ensure that you are at the forefront of developments within your field of expertise
- disseminate best practice further to CPD opportunities made available to you.

NB.

- The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment
- This job description allocates duties and responsibilities but does not direct the amount of time to be spent in carrying them out and no part of it may be so construed
- This job description is not necessarily a comprehensive definition of the post
- This job description will be reviewed at least once a year, and it may be subject to modification or amendment at any time after consultation with the holder of the post
- To carry out any other duties that are commensurate with the role as requested by the Headteacher

Headteacher/line manager's signature	
Date	
Postholder's signature	
Date	

Person Specification

Qualifications and training	Essential	Desirable
• GCSE in English and Maths, grade C or above (Equivalent number grade)	✓	
Experience/employment record	**Essential**	**Desirable**
• Ability to build effective working relationships with staff and other stakeholders • Confident ICT user	✓	
• An understanding of issues related to inclusivity and social mobility within education • Understanding of ordinarily available provision • Experience working in a school serving underserved children		✓
Skills & Knowledge	**Essential**	**Desirable**
• Ability to establish excellent working relationships within a team • High expectations of self and others • Ability to manage change • Ability to delegate well and enable others to succeed • Ability to maintain a trauma and SEND informed lens when supporting our children	✓	
Personal qualities	**Essential**	**Desirable**
• A positive role model who is understanding, reflective and able to identify when they need to moderate practice in response to the child's needs at the time • A curious practitioner who understands that all behaviour is communication and has the curiosity to unpick what the child maybe communicating via their behaviours • Ability to motivate, inspire and challenge children • Ability to plan, prioritise and organise self and others. • Commitment to improving the life chances of young people • Personality traits: Kind, calm, adaptable, dependable, collaborative, reflective, forward looking, enthusiastic, imaginative and resilient • Commitment to further own professional development • A commitment to promoting and safeguarding the welfare of children • Excellent communication skills who creates a good first impression and has 'presence' around the school	✓	