

Woods Avenue, Hatfield, Hertfordshire, AL10 8NN Telephone: 01707 276 504

SOUTHFIELD SCHOOL



Recruitment Pack SEN Teaching Assistant

Letter from the Headteacher

Looking for a challenge? Have a desire to work in an environment where you can make a 'real' difference to the lives of young people? If so, Southfield School could be the place for you.

We are a family where no two students are alike, and no two members of staff are alike. Our pupils all have challenging communication difficulties/ASD and associated conditions.

Our school vision is to support all children, so they thrive during their time at Southfield School and are prepared socially, emotionally, and academically for their next steps in education. Collaboration with parents and carers and the entire multi-disciplinary team who support our students is vital and key to our success.

Everyone plays a part in the future of our students with staff skills being utilised in order that we have a huge range of expertise, to support our students and families.

We are looking for like-minded, resilient staff who are passionate and who can work in a team.

Come and join us and make a difference to the lives of children every day.

Angela O'Rourke Headteacher



OUR VISION AND VALUES

Vision	To support all our chil	To support all our children, so they thrive during their time at Southfield School and are prepared socially, emotionally and academically for their next steps in education					
VALUES	1 We Value	2 We Value	3 We Value	4 We Value	5 Wie Value	6 Wie Value	
VAL UE S	Each ind Midual for who they are and celebrate their personal ach levements	Providing a safeguarding culture that offers a range of Early Help opportunities	A strong academic programme that matches the needs of pupils	Multi-agency working and stakeholder network to broaden the opportunities for all.	Highly trained staff who understand our learners	Clearbehaviour expectations, in our behaviourcharter, so pupilis can participate in their community	
AIM S The school will:	Uphold equality of opportunities, recognising and celebrating difference and diversity and valuing all members of our school community	Provide a safe, welcoming and well- resource d environment, conductive to learning for all and somewhere our staff feel proud to work	Deliver a creative, challenging, relevant and inclusive curriculum, to all children to have the enthusiasm and will to keep on achieving	Provide access to rich and varied experiences to enhance learning opportunities and develop the whole child through their interests and strengths	Commit to developing a highly trained, optimistic and motivated staff team with the specialist skills to deliver high quality teaching and learning for our pupils every lesson, every day	En sure a supportive partnership between school and parents and carers	
	Have a strong sense	Be given the tools to communicate	Be encouraged to be	Be supported to	Have a voice. Staff will fo ste reach child's	Be offered support	
LEARNER S WILL	of identity and moral code in knowing who they are and knowing the difference between right and wrong	effectively and to recognise key emotion sto express themselves and their needs	Independent through self-regulation, teaching of life skills and being supported to take risks	function effectively in society with the belief there is no ceiling as to what they can do	sense of self-worth, ensuring they are listened to and championing their right to feel happy, valued and secure	when things go wrong and celebrated when things go right, thus promoting resilience and confidence	

SEN Teaching Assistant – Recruitment Advertisement

Job Title:	SEN Teaching Assistant	Grade:	Grade H3_5	
Salary: £23,500.00 Salary will be pro-rata as term time only: £15,494.98		Location:	Southfield School Hatfield	
		Start Date:	ASAP	
Closing Date:	14 [™] June 2024	Interviews:	ТВС	

Southfield is a primary school for approximately 80 pupils with Learning Difficulties, which include, Autism, Speech Language and Communication Needs, Global Developmental Delay, and other conditions. Our new build is due for completion in taking our numbers up to 100 pupils. Due to this we are looking to expand our team of teaching assistant.

Admissions are via the Local Authority, and the present criteria is that children are accessing learning approximately 34-50% below their chronological age. We follow the EYFS and Key Stage 1 National Curriculum and adapt these to meet the individual interests and needs of our pupils. We do this through a 3 Phase curriculum. Priority is given to communication, self-regulation, independence and functional Literacy and maths. We use a wide range of approaches and strategies to support learning, including multi- sensory communication, social stories, TEACCH and Hertfordshire Steps. We also work with a range of other professionals, from advisers in the Local Authority to Therapists and social care colleagues. Access to sporting and creative arts organisations, provide a range of enhanced learning opportunities, both in school and the local area.

We are seeking to appoint a highly motivated Teaching Assistant, preferably with SENexperience, who would love the opportunity to make an impact on the teaching and learning at Southfield school.

The successful candidate will work in small classes of children who are not yet working atage related expectations. All pupils have an EHCP, which often states a diagnosis of Autism and associated Speech, Language and Communication needs. Children may demonstrate challenging behaviors.

Southfield school is ambitious and committed to the personal development of all staff. There are excellent opportunities for high-quality CPD and we are keen to support you inyour development.

In return, you will benefit from working with a dedicated team of staff focused on deliveringoutstanding learning. You will be actively encouraged to give your input, as we make significant improvements within the school.

Visits to the school for potential candidates are warmly welcomed. Please contact theschool Office to book an appointment.

Southfield School is committed to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. We are also committed to the equality of opportunity for all. Applicants for this post must be willing to undergo child protection screening, including reference checks with previous employers and the Disclosure and barring Service. We will also complete online social media checks.

Employee Benefits

Working at Southfield School is more than just a job – it's a career with meaning, and whether you are working directly with our young people or in a supporting role, the work you do ultimately helps to change lives.

We recognise that our employees are the key to helping us achieve our ambitions and deserve to be valued and supported.

Our rewards and benefits include:

- 24 hour employee assistance programme for advice, information and support
- Access to the Local Authority Employee Benefits and Discount Platform
- Local Authority Cycle to Work Scheme
- Long Service Awards
- High quality training offered through face to face, virtual and through various providers free of charge.
- Free care parking on site
- Contribution towards staff uniform
- Free refreshments and staffroom area
- Tax relief may be available on staff uniform.
- Staff recognition scheme
- Termly staff raffles
- Highly supportive team environment
- Support with career progression
- Pension Scheme Please follow the link for further information regarding Teacher Pensions and rates of contributions. www.lppapensions.co.uk