



# Candidate Information Pack

Teaching Assistant - Specialist Provision for Autism  
April 2026  
Full Time and Permanent

# Our Story

Thank you for your interest in joining the staff team at The Kingston Academy. As we mark our tenth anniversary since opening in September 2015, we invite you to apply for a position at one of the nation's top-performing state schools.

TKA, as we are fondly referred to, was opened back in September 2015 as part of a unique partnership between Kingston University, Kingston College and The Royal Borough of Kingston Upon Thames - they still form our Trust Membership today.

Inclusion sits at the heart of all the we do and we are looking for someone to join our inclusion team who has the passion, interest and drive to contribute to our diverse and experienced team.



Mrs Sophie Cavanagh  
Headteacher, TKA  
Executive Director, KET

We have accomplished a great deal in the relatively short time we have been open. We have a track record of achieving stellar GCSE and A-Level results, firmly securing us as one of the top-performing non-selective schools in the country. We have quickly also become the school of choice for young people with special educational needs.

In addition to supporting well over 50 pupils with EHCPs, we host a Specialist Resource Provision for pupils with ASD, and have fast become the school of choice in the local area for families who have children with additional needs. We are fiercely proud of the excellent outcomes that all of our pupils with additional needs achieve, both socially and academically.

In January 2022, we welcomed Fern Hill Primary School into our founding Trust - Kingston Educational Trust. Our distinctive Trust composition means that we are uniquely placed to develop, grow and support all of our staff.

This is an exciting time to join us as we continue on our journey of excellence. For further details about the role you are applying for, please see the information included in our specific Job Packs, including details of how to visit us in person. We'd love to meet you.

## Teaching Assistant - Specialist Resource Provision

The Kingston Academy has an exciting opportunity for a dedicated and compassionate individual to join our team as a Teaching Assistant within our Specialist Resource Provision (SRP) for students with Autism. This is a rewarding role for someone who is committed to making a real difference in the lives of young people and supporting them to achieve their full potential.

Working closely with the SRP team and wider school staff, you will play a key role in delivering high-quality support that promotes student engagement, independence, and personal development. You will assist in the planning and delivery of tailored interventions, provide in-class support, and contribute to a nurturing and inclusive environment where every student feels valued and understood.

This is an excellent opportunity for someone with experience or a strong interest in working with neurodiverse learners, particularly those with Autism Spectrum Conditions. The successful candidate will be a patient, adaptable, and enthusiastic team player who is committed to inclusive education and ready to contribute positively to our supportive and forward-thinking school community.



Summer  
2024 GCSE  
Progress 8  
Score:

**+1.16**

Ranked  
32nd in  
England  
for P8



A-Level  
Value Added

**+0.4**

# Role Information

At The Kingston Academy, inclusion is central to our ethos and practice. We believe every student deserves the opportunity to succeed, and we are committed to providing the support and environment needed for all learners to thrive—academically, socially, and emotionally.

Our Specialist Resource Provision (SRP) for students with Autism Spectrum Conditions plays a key role in our inclusive approach. The SRP offers a calm, structured setting where students receive personalised support, while also accessing mainstream lessons and wider school life as appropriate. The SRP team works collaboratively with teaching staff, families, and external professionals to ensure each student's needs are fully understood and met.

Inclusion goes well beyond our SRP. Our experienced SEND team leads a whole-school approach to identifying and supporting students with additional needs. Through early intervention, carefully planned strategies, and high-quality in-class support, we aim to remove barriers to learning and ensure that every student reaches their full potential.

We are also proud of our inclusive culture beyond the classroom. Students with SEND are fully encouraged to take part in all aspects of school life, from extracurricular activities to leadership opportunities. Strong relationships with families and ongoing staff development are key to our success in this area. As we continue to build on our inclusive practice, we are looking for committed professionals who share our belief that inclusion is everyone's responsibility and that all students can achieve when given the right support.

Number of  
pupils with  
EHCPs at  
TKA

52



16

Specialist  
Teaching  
and Support  
Staff

# Our Inclusion Team

## Application Process

Applicants should complete an application using the link on the right of this page. We reserve the right to close the application portal prior to the closing date stated in the advert. Visits to the school by prospective candidates are welcomed, but not essential, and can be arranged by contacting Emily Kyprianou, Assistant to our Executive Director.

## Assessment Process

Our selection procedure will aim to identify with rigour whether the candidate fulfils the requirements of the post and will include the consideration of the candidate's suitability to work with children and young people. Candidates selected for shortlisting will be invited to an interview process. The process will include:

- A SEND-based activity, involving supporting pupils in a lesson environment
- Meeting with a panel of our pupils for informal question and answer session;
- Panel Interview with Head Teacher, Associate Headteacher and/or Senior Leaders

To find out more about our school, including further information about our what it's like to work with us, please visit our linked [Recruitment Brochure](#).

To make a direct application, please visit our vacancy page (hover over image) on mynewterm:



# How to Apply

## Safeguarding and Safer Recruitment Statement

The Kingston Academy is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment and undergo appropriate checks, including enhanced DBS checks (with a barred list check for regulated activity), checks with past employers and eligibility to work in the UK. Identity and qualification documents will be checked prior to any offer being made.

## Equalities Statement

At The Kingston Academy, we believe that diversity enriches our school community and enhances the educational experience for all. We are committed to creating an inclusive environment that respects and celebrates the unique backgrounds, perspectives, and talents of our staff and students. We welcome applicants from all walks of life and are dedicated to providing equal opportunities for everyone. Join us in fostering a culture of diversity and inclusion where every individual is valued and empowered to thrive.

