

SOUTHFIELD SCHOOL



Recruitment Pack

Midday Supervisory 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.

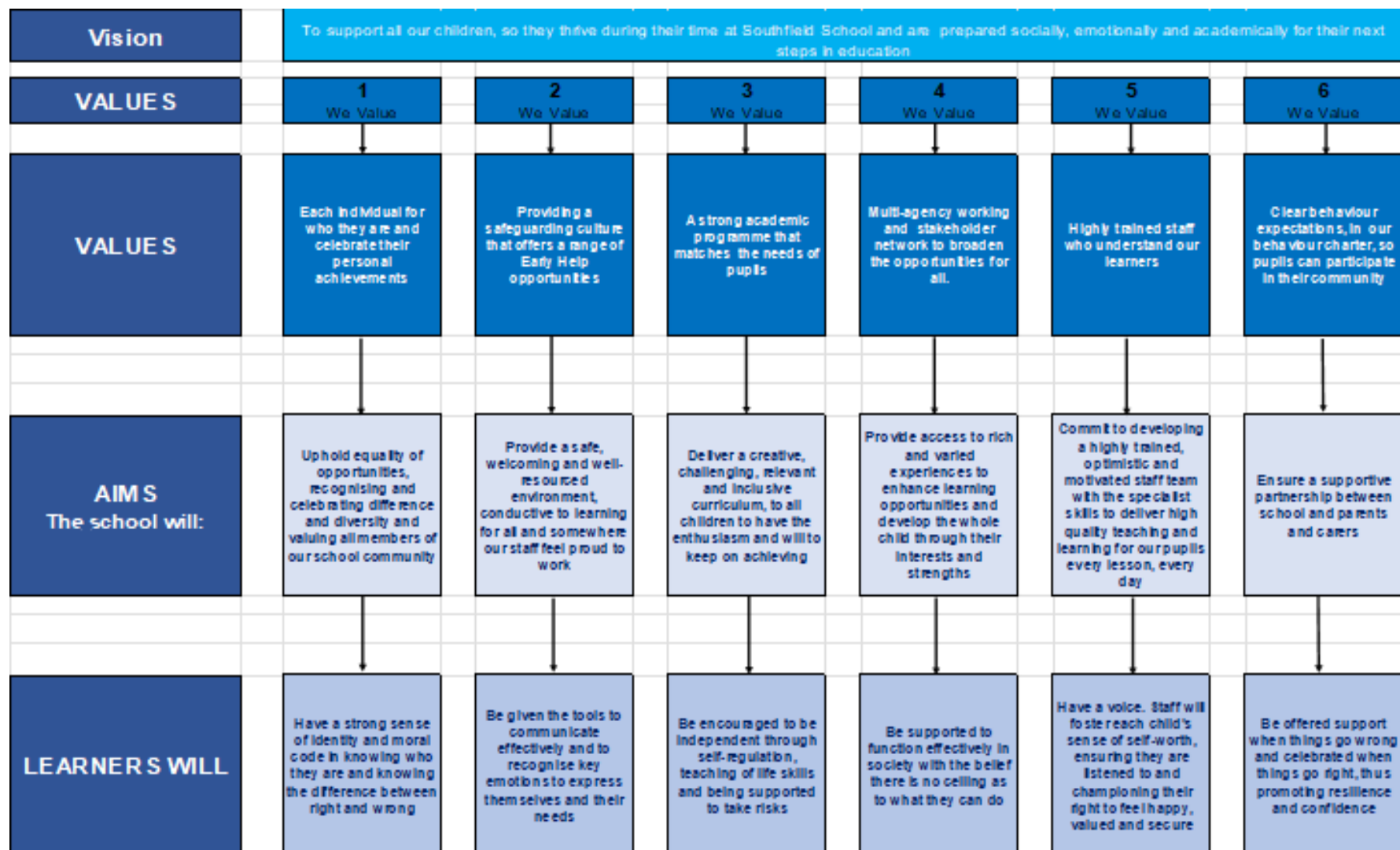


Angela O'Rourke

Headteacher



OUR VISION AND VALUES



MSA – Recruitment Advertisement

Job Title:	MSA	Grade:	HA 1
Salary from: £22,413 Salary will be pro-rata: Yes 7.5 hours per week for 38 weeks – 11:45am -1.10pm		Location:	Southfield School, Hatfield
		Start Date:	As soon as possible
Closing Date:	29 th October 2025	Interviews:	TBC

Southfield is a primary school for over 100 pupils with Learning Difficulties, which include, Autism, Speech Language and Communication Needs, Global Developmental Delay, and other conditions.

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 employ Mid-day Supervisory Assistants to start as soon as possible to work Monday - Friday 7.5 hours per week.

The post will involve working as part of an established skilled team to support pupils with complex learning difficulties. It will involve supervising children in their outside play and in the dining room, promoting social and self-help skills. Some pupils will also require support with their personal care. We are interested in candidates with an enthusiasm for play who are willing to use their initiative to make the lunch break fun, enjoyable and safe for children.

Experience of working with children with SEN would be an advantage as would a first aid qualification but is not essential as we will offer training.

The school is committed to safeguarding children and young people. All posts are subject to satisfactory references and a Disclosing and Barring check.

We offer great CPD and of course the best children any school could have.

Please refer to the job description and person specification for further details.

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 Supporting Staff Pensions and rates of contributions www.lppapensions.co.uk

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