

Advert

Specialist Support Assistant

Location: Birmingham

Contract: Permanent Term-Time Contract

Days: Monday to Thursday (4 days)

Hours: 08:30 to 15:00

Salary: £13,689.00 to £16,731.00 pa (dependent on experience)

About Birmingham Independent College (BIC)

BIC is an independent specialist college supporting young people aged 14–25 with autism who have multiple disabilities, including learners with complex needs, functional abilities, and high-performing students. Our ethos is clear: students are not defined by their disabilities, but supported to realise their potential.

At BIC we offer a broad and inclusive curriculum tailored to the diverse needs of our learners:

- for those with more complex needs, we deliver an experiential, independence-focused curriculum that prioritises functionality, life skills, and meaningful engagement with the wider community. This pathway supports our learners in developing greater autonomy, confidence in everyday life and social integration

About the Role

We are seeking an experienced and motivated Specialist Support Assistant to join our SEND team. This role is ideal for someone who has a minimum of 2 years UK school/college experience supporting students with additional needs and is confident delivering targeted interventions with increasing independence.

You will play a key role in supporting students with complex needs ensuring they can access learning, develop independence, and achieve positive outcomes.

Key Responsibilities

- Provide high-quality 2:1, 1:1 and small group support for students with SEND.
- Deliver structured intervention programmes (e.g., literacy, numeracy, social skills, emotional regulation).
- Support the implementation of individual support plans and EHCP targets.
- Monitor, track and evaluate student progress.
- Contribute to the review of EHCP targets and support plans.
- Adapt classroom resources to meet individual needs.
- Support positive behaviour strategies and inclusion across the college.

- Work collaboratively with teachers, the SENCO, and external professionals.

About You

- Proven experience supporting complex needs students.
- Experience delivering targeted interventions independently.
- Understanding of inclusive education and adaptive teaching (differentiation) strategies.
- Strong communication and record-keeping skills.
- Ability to build positive, professional relationships with students and families.

Essential

- GCSE English and Maths or equivalent (Grade 4/C or above).
- Relevant Level 2 qualification (or equivalent experience).
- Minimum of 2 years UK school/college work experience

Desirable

- Specialist training in areas such as ASC, SEMH, Speech & Language, or behaviour support.
- Experience supporting students with EHCPs.

What We Offer

- A supportive and inclusive working environment.
- Ongoing CPD and specialist training.
- A collaborative and forward-thinking leadership team.

Safeguarding

The college is committed to safeguarding and promoting the welfare of children and young people. This role is subject to enhanced DBS clearance and satisfactory references in line with our safer recruiting policy.

How to Apply

To apply, please request an application pack by emailing our Administrative Coordinator at **admin@biccollege.org**. As part of your application, you must complete a BIC Application form and provide a supporting statement (no more than 2 pages of A4) outlining your experience and strengths.

Closing Date: 31st August 2026. We reserve the right to interview and appoint suitable candidates before the closing date. Early applications are therefore encouraged.

Interview Date: TBC

In line with KCSIE (Keeping children Safe in Education) we will complete online searches as part of our due diligence on all shortlisted candidates. If anything is identified as part of these checks, they will be discussed with you at interview. If any safeguarding concerns are identified, we reserve the right to withdraw your application.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

A copy of the college's Safeguarding Policy, including Child Protection Policy can be found on our website: www.biccollege.org

Birmingham Independent College requires all applicants to be eligible to work in the UK with no restrictions as we are unable to offer sponsorship/work visas. You will be required to provide proof of eligibility to work in the UK, evidence of your qualifications and suitable references.