

Perseid School Recruitment Pack

Teaching Assistant (TA Level 1)

Closing Date for Applications: 28 August 2026



Welcome to Perseid School. Thank you for your interest in the role of Teaching Assistant at Perseid School.

We are an exceptional school serving outstanding young people. We are currently recruiting Teaching Assistants to join our team due to significant expansion.

A career at Perseid School offers a rewarding future; working with inspiring pupils in a close-knit team of talented and ambitious staff dedicated to supporting vulnerable pupils to achieve their best outcomes and best next steps.

Located in London Borough of Merton, Perseid Upper and Lower Schools offers an exceptional education to learners with complex additional needs. Our school is situated over two campuses - Primary and Secondary.

Perseid has a strong, successful track record of outreach and inclusion and enjoys strong partnerships with many schools and organisations locally, regionally and nationally. Perseid co-leads, with a neighbouring specialist school, the Merton Special Training Association (MSTA). Our mission is to trail blaze holistic learning for every pupil. Every pupil has the right to an exceptional education, and the opportunity to fulfil their potential. Our staff are fully committed to developing the whole child, their individual talents, skills and knowledge.



We offer a pupil-centred experience combined with cutting-edge staff development programmes to provide pupils with an outstanding education to build confidence, encourage independence and inspire learning. We work in partnership with families, the inter-disciplinary team, and the local and wider community, ensuring every learner experiences world-class opportunities. We are a UNICEF Accredited Gold Rights Respecting School providing pupils with the best chance to lead happy, healthy lives as responsible and active citizens.

Our teams are extremely knowledgeable and entirely dedicated to supporting pupils with complex additional needs to learn and achieve. All staff must have a passion for working with our young people and a strong commitment to improving their life chances.

Fiona Copeland, Executive Headteacher



Application and selection

The first step in the process is your application. Please read the Person Specification and Job Description carefully so that you are able to provide specific examples to demonstrate how you meet the Person Specification criteria.

Please ensure your application form is fully completed and your personal statement is no longer than three A4 sides, in size 11 font. CVs are not accepted.

Salary range

ME5 - £29,436 FTE. Actual salary is based on hours and weeks worked. For example:

32.5 hours per week term time only will be approximately £23,770

27.5 hours per week term time only will be approximately £20,113

Contracted hours options (all roles are Monday – Friday)

8.30-3.30pm - 32.5 hours

9-3pm – 27.5 hours

We are committed to safeguarding and promoting the welfare of children. This post is subject to safer recruitment measures, which will include an enhanced criminal record check via the Disclosure and Barring Service. Shortlisted candidates will be subject to an online search as part of due diligence checks in the recruitment process. Questions about safeguarding and protecting children will be asked during interview.

Please see Child Protection and Safeguarding documents here:

<https://www.perseid.merton.sch.uk/Safeguarding/>

Please read the following section carefully and ensure your supporting statement addresses each point

Person Specification

Experience:

1. Experience of working with or caring for school-aged children
2. Experience of working with pupils with additional needs

Qualification / Training:

3. Very good numeracy/literacy skills
4. Successful completion of the school's Teaching Assistant Induction programme

Knowledge / Skills:

5. Can use ICT effectively to support learning
6. Use of equipment technology, e.g. interactive whiteboard
7. Full working knowledge of relevant school policies/codes of practice and awareness of relevant legislation
8. Working knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies
9. Understanding of principles of child development and learning processes and, in particular, barriers to learning

10. Ability to self-evaluate learning needs and actively seek learning opportunities
11. Ability to relate well to children and adults
12. Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these
13. Ability to swim / confidence in the water

Job Description

Position Title: Teaching Assistant (TA Level 1)

Responsible to: Executive Headteacher

Main purpose:

To work under the guidance of the Teacher /Senior Teaching Assistant and within an agreed system of supervision to implement agreed work programmes with individuals/groups, in or out of the classroom. This could include those requiring detailed and specialist knowledge in particular areas and will involve assisting the teacher in the whole planning cycle and the management /preparation of resources. To provide support in addressing the needs of pupils who need particular help to overcome barriers to learning.

Specific Duties:

Support for the pupils:

- Use specialist (curricular/learning) skills/training/experience to support pupils
- Assist with the development and implementation of Personal Learning Plans (PLP), Personal Wellbeing plans (PWP) and Emotional Wellbeing Support plans
- Establish productive working relationships with pupils, acting as a role model and setting high expectations
- Promote the inclusion and acceptance of all pupils within the classroom
- Support pupils constantly whilst recognising and responding to their individual needs
- Encourage pupils to interact and work co-operatively with others and engage all pupils in activities
- Promote independence and employ strategies to recognise and reward the achievement of self-reliance
- Provide feedback to pupils in relation to progress and achievement
- Challenge and motivate pupils, promote and reinforce self-esteem
- Provide pastoral support to pupils
- Support pupils excluded from, or otherwise not working to, a regular timetable.
- Attend to pupils' personal hygiene needs
- Provide support for distressed pupils

Support for the teacher:

- Work with the teacher and Senior Teaching Assistant to establish an appropriate learning environment
- Work with the teacher and Senior Teaching Assistant in lesson planning, evaluating and adjusting lessons/work plans as appropriate

- Support pupils' access to learning using appropriate strategies, resources, etc.
- Monitor and evaluate pupils' responses and progress against action plans through observation and planned recordings.
- Provide objective and accurate feedback and reports, as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence
- Be responsible for keeping and updating records as agreed with the teacher, contributing to reviews of systems/records as requested
- Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour / regulation
- Provide general resources support, e.g. creating resources
- Assist in the implementation of emotional well-being support strategies

Support for the curriculum:

- Implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use
- Help pupils access learning activities through specialist support
- Prepare and maintain general and specialist equipment and resources under the direction of the teacher and Senior Teaching Assistant

Support for the school:

- Be aware of and comply with school policies and procedures including those relating to conduct, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support differences and ensure all pupils have equitable access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the school
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support the achievement and progress of pupils
- Attend and participate in regular meetings
- Participate in training and other learning activities as required
- Recognise own strengths and areas of expertise and use these to advise and support others
- Supervise pupils on educational visits and out-of-school activities as required

What Can a Career at Perseid School Offer You?

We offer a gold star range of unique benefits and expectations, designed to enhance and support the working lives of all staff. A career at Perseid gives a rewarding future, and we invest in those that invest in us.

These include, but are not limited to:

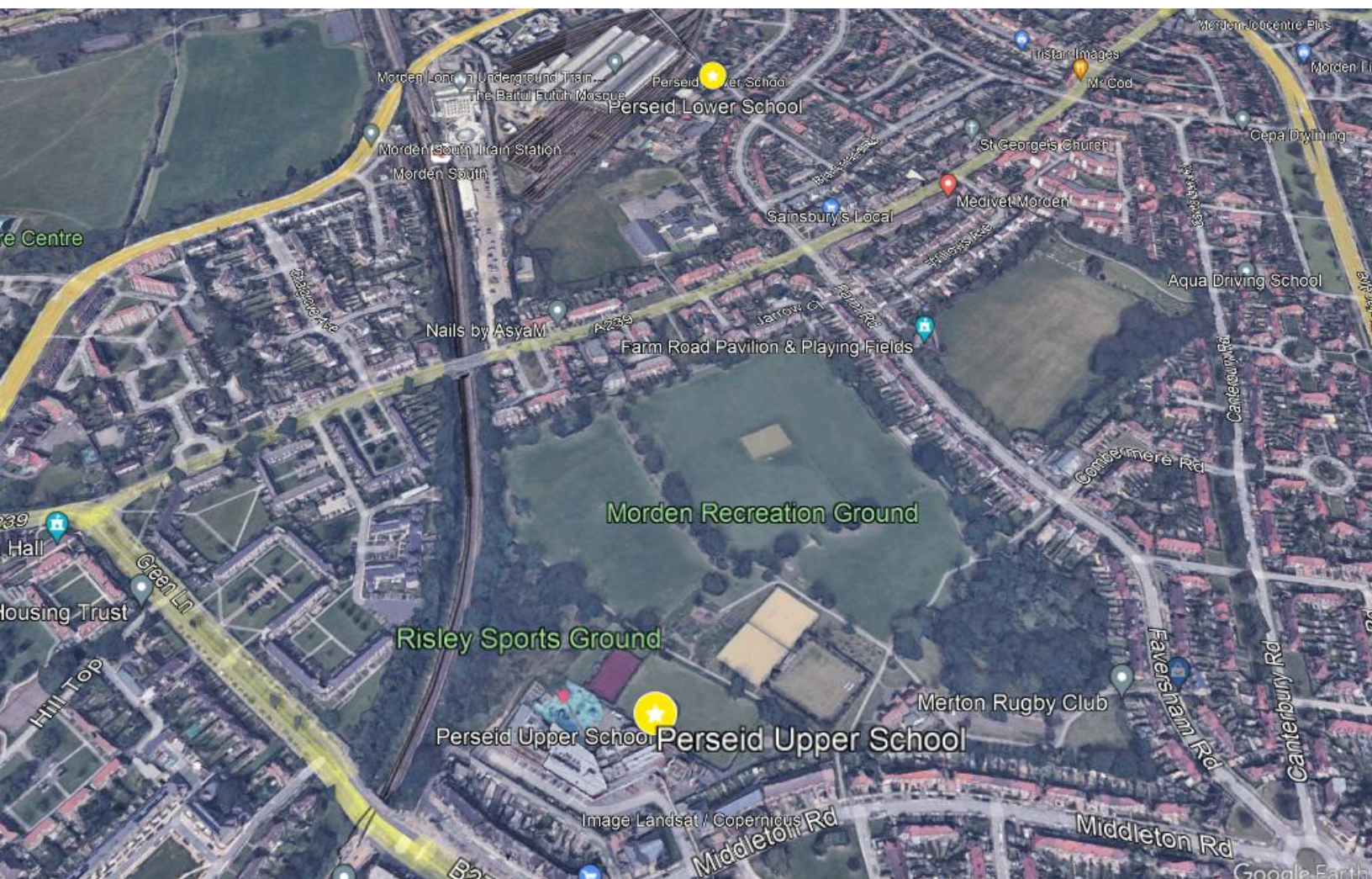
- Career development and progression possibilities for staff at all levels.
- A highly skilled, supportive and approachable network of colleagues.
- Relationships between staff that are based on mutual respect and developmental feedback. As a senior leader, you will continuously empower staff through clear and reflective leadership, recognising the potential, dedication and commitment of staff.
- Positive engagement with networks, professionals and families. Our Ofsted report highlighted that our outstanding collaboration with parents promotes the excellent well-being and achievement of our pupils, and we are passionate about maintaining this.
- Well-being programme; an expert provider of employee support services available through the London Borough of Merton.
- Free childcare for children over five years of age for staff members when undertaking training days or when the child's schools have training days.



Living and Working in Merton

Working in Merton offers a competitive employment package, attractive working environment and strong prospects to support and enhance your professional and personal life. Here are some of the reasons Merton is a great place to work:

- Merton is one of the greenest boroughs in London.
- A vibrant inner-city borough just 30 minutes from the centre of London, Merton is well connected, being the only London Borough with Tube, rail, tram and bus services; you can even fly away to Europe for a long weekend away via London City Airport.
- A wealth of unique sights, attractions and activities: to benefit you in free time and provide exciting learning opportunities for pupils.
- Excellent entertainment: AFC Wimbledon Football Club, Wimbledon Tennis Championships, Wimbledon Park Watersports Centre, theatres and festivals. Located close are Hampton Court Palace, The Epsom Downs and Racecourse, and Box Hill, with panoramic views over Surrey and Sussex.
- Diverse restaurants, supermarkets, specialist foodie treats and countless bars dotted throughout the borough.





Main office: Perseid Lower School,
Bordesley Road, Morden, Surrey SM4 5LT

Perseid Upper School, Middleton Road,
Morden, Surrey SM4 6RU

T: 020 8648 9737

W: www.perseid.merton.sch.uk

E: office@perseid.merton.sch.uk
[@PerseidSchool](https://www.instagram.com/PerseidSchool)

