



Kimbolton School

CAMBRIDGESHIRE



APPLICATION PACK

Kimbolton Preparatory School

Teaching Assistant (Fixed Term)
Required at the earliest opportunity

Welcome from Claire Petrie, Head of Prep



I am delighted that you are interested in this important role at Kimbolton Prep School and I hope this candidate pack answers some of the questions you may have. At Kimbolton Prep School, we recognise how important the first years of education are. Our vision is to provide an outstanding, modern, all-round education that challenges children to become curious, courageous, and kind young adults capable of making a positive impact on the world. We encourage integrity and endeavour from the moment children join our community.

Our ethos is rooted in creating a collaborative, supportive, and inspiring environment for all. Kimboltonians work diligently, embrace personal responsibility, and are willing to take risks. Our Prep School culture is characterised by empathy, service, humour, and respect for diverse perspectives. Academic ambition is central, but we also place great importance on the overall happiness, well-being, success and growth of our pupils and staff.

If you would like to visit us or have any additional questions, please do not hesitate to get in touch. I look forward to hearing from you.

Claire Petrie
Head of Prep

Welcome from Will Chuter, Headmaster



Whether you are at the Prep, at one end of the village and our parkland, or the Senior School, at the other, your experience at Kimbolton will be characterised by the same educational ethos: we value character just as much as academic achievement, and we value kindness most of all. Our site is beautiful and safe, with room enough for all our 1,100 pupils to roam, and we are lucky to call Kimbolton Castle and its stunning grounds home.

The most important part of the school is, of course, its people, and you will be welcomed as an old friend by our warm community of pupils and staff. You will find that staff here are well supported and rewarded for their commitment to our pupils, but that what they value most is the camaraderie of supportive colleagues who do not take themselves too seriously.

Our broad curriculum is guided by a desire to see young adults emerge with many strings to their bows and a clear sense of the difference they want to make in the world. Expert staff, who know the pupils as individuals and place their wellbeing first, nurture and challenge them to find their passions and do their personal best.

Kimbolton is, first and foremost, a happy place where every child is valued. I do hope that you will want to join our team.

Will Chuter
Headmaster



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The School

Kimbolton School was founded in 1600 and is situated in 100 acres of grounds in the West Huntingdon town of Kimbolton. The School currently educates over 1000 children aged 3 -18 in a coeducational, predominantly day environment, although there are up to 60 boarders. The Senior School is located around Kimbolton Castle while the Preparatory School is housed to the west of the village on the original Grammar School site. The School employs approximately 350 staff and also owns a subsidiary company, Kimbolton School Enterprises, which transacts all non-charitable trading activity.

At our Preparatory School, the class sizes are small and our year groups all have at least two classes so children have plenty of scope to establish a broad range of friendships while learning to integrate newcomers with ease. Specialist teaching from the youngest of ages brings an added dimension to learning and our enviable facilities are enhanced through regular access to the first class facilities at the Senior School.

Teaching at Kimbolton offers many opportunities from the academic, super curricular to a vast range of extra-curricular activities. The Common Room enjoys a reputation for its friendly and happy working atmosphere. This post pertains to the Preparatory School (ages 3 -11).

Further information about the School can be found on the School website at www.kimboltonschool.com

Commitment to Safeguarding

Kimbolton School is dedicated to safeguarding and promoting the welfare of its boarding and day pupils, regardless of age, ability, race, culture, religion, sexuality or class. Safeguarding is integrated into the School ethos. It is the duty of all members of staff including full-time, part-time and volunteers, both teaching and support, to play an active role in ensuring the safety and promoting the welfare of the children in the School's care. Safeguarding is everyone's responsibility.

The Role

We seek to appoint an experienced Teaching Assistant to join our friendly and committed team at the Preparatory School, who will be expected to work closely with teachers, to ensure that our children are supported and fully engaged with their learning and development and are encouraged to reach their full potential. Providing individual support for pupils, listening to readers, supporting children within the classroom and assisting with the wide range of extracurricular clubs that we offer, will all be required. In short, you will be fully immersed in the Prep School curriculum.

This fixed term contract runs until the conclusion of the academic 2026/2027 summer term.

Main Duties

Key Responsibilities

Safeguarding and Child Protection

- To actively promote and support the safeguarding of children and young people in the workplace, ensuring School policies and procedures are observed at all times.
- Follow the School's policies for arrival and collection of pupils.
- Comply with policies and procedures relating to child protection, health and safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person.
- To provide first class pastoral care, attend to children's personal needs and undertake activities necessary to meet the physical, emotional and educational requirements of individuals or groups of children.

Teaching, Learning and Personal Development

- Work alongside teaching staff to ensure pupil safety and welfare within the classroom. Promote good pupil behaviour in the Prep School, dealing promptly with incidents according to our behaviour policy.
- Support and supervise pupils in small groups or individually to achieve their learning goals.
- Collaborate with the teaching staff for the planning and evaluation of appropriate learning activities for groups of pupils or individual pupils.
- Provide support for individual pupils inside and outside the classroom to enable them to fully participate in activities.
- Assist class teachers with maintaining pupil records, including observations, assessments and using Tapestry and Seesaw, where applicable.
- Support pupils with emotional or behavioural needs and help develop their social skills.
- Promote good communication and support parents/carers and other family members.
- Help teachers to plan learning activities and contribute to maintaining accurate records of progress and attainment.
- Prepare and routinely maintain classroom materials/resources/displays. Assist pupils in their use, clear up and display pupils' work.

Administrative Duties

- Support class teachers to prepare resources for lessons and other activities, including displays.

- Undertake professional duties that may be reasonably assigned by the Head of Prep or a member of the Senior Leadership Team.

Standards and Quality Assurance

- Support the aims, values and ethos of the school.
- Set a good example in terms of dress, punctuality and attendance.
- Attend team and staff meetings, and INSET activities as appropriate including prior to the start of term.
- Be proactive in matters relating to health and safety.
- Establish effective working relationships with pupils and all members of the staff team.
- Undertake relevant training.

Wider responsibilities

- Undertake supervisory duties inside/outside, including during the pupils' lunchtime.
- According to the child's age and individual needs, duties may include helping with toileting and changing as the need arises.
- Lead or assist with after-school clubs/activities.
- Provide cover for Kim Club (after school care) in exceptional circumstances and also support the duty rota.
- Support teachers and children as and when required.
- Provide simple first aid where necessary and take all reasonable measures to ensure health and safety in the classroom and other relevant areas within and outside the school environment.
- Develop positive relationships with parents, carers and families by taking a partnership approach, maintaining and sharing accurate information where appropriate.
- To attend departmental meetings, sports days, Prize Giving, etc. including evenings and weekends and any major school functions reasonably requested by the Head of Prep.
- A willingness to contribute to the residential trips.
- To undertake other relevant duties allocated at the discretion of the classroom teacher, Head of Academic Inclusion or the Senior Leadership Team.

Whilst this job outline provides a summary of the role, it is not a definitive list and the role may vary to meet changing circumstances.

Person Specification

Criteria	Essential	Desirable
Qualifications	• GCSE (or equivalent) in English and mathematics.	• As a minimum: a recognised Level 3 Childcare qualification.
Training	• Evidence of relevant training courses.	• Completion of Safeguarding Awareness course. • Current Paediatric First Aid certificate or a willingness to complete the course.

Skills and Experience	• Previous experience of caring for/working with children across 3-11 years. • Excellent reading, writing and numeracy skills. • A commitment to the provision of high-quality childcare. • A positive approach to learning and gaining new skills through teamwork and training opportunities.	• Knowledge/experience of EYFS, KSI and KS2.
Personal Qualities	• Enthusiasm for working with young children. • Excellent organisational, record keeping and planning skills.	

Terms and Conditions

Reporting to:	Head of Academic Inclusion
Accountable to:	Head of Prep
Hours of Work:	35 hours per week. Term Time only. This fixed term contract runs until the conclusion of the academic 2026/2027 summer term.
Remuneration:	Dependent on skills, qualifications and experience
Probationary Period:	Up to 5 months
Pension:	The School offers a contributory pension scheme
Lunches:	All employees are entitled to free lunch in the school dining halls during term time. Time taken for lunch is not paid.
Additional benefits:	Details of the further benefits on offer can be found on the Kimbolton School MyNewTerm profile page .
Referees:	The names, addresses and telephone numbers of three professional referees are required. Referees will not be contacted without the permission of the applicant.

How to Apply

To apply, please visit our [website](#) and follow the link to [MyNewTerm](#).

If you have any queries, please contact the HR team via recruitment@kimboltonschool.com or by calling 01480 862049.

Please submit your application by the closing date of **Monday 7th September 2026 at 9am**. Any late submissions will not be accepted.

Interviews will take place **week commencing 14th September 2026**.

Please note: We reserve the right to interview and appoint during the period up to and including the closing date.

Due to the overwhelming response we receive to our vacancies, we provide feedback only to those applicants who are interviewed.

Kimbolton School is committed to the highest standards of safeguarding and implements a rigorous and robust recruitment process that gathers and evaluates child protection relevant evidence about candidates prior to interview. All appointments are subject to satisfactory completion of an enhanced DBS check and proof of right to work in the UK. All applicants are requested to read the [Safeguarding Policy document](#). Please note that Kimbolton School does not have a sponsored Licence to recruit non-UK workers and therefore all candidates are expected to be able to work in the UK.

Notes

The post holder is required to operate within school policies and procedures, including Health and Safety.

Kimbolton School is an equal opportunities employer.

Kimbolton School operates a No Smoking policy on the Estate.

Under the Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings June 2005, Kimbolton School reserves the right to request age related information from the candidate.

Kimbolton School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post. It is an offence for any organisation to offer employment that involves regular contact with young people under the age of 18 to anyone who has been convicted of certain specified offences, or included on lists of people considered unsuitable for such work held by the Department of Education. It is also an offence for people convicted of such offences to apply for work with young people. The successful candidate is subject to satisfactory completion of an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information about the Disclosure scheme can be found at www.gov.uk/government/organisations/disclosure-and-barring-service. All employees will be expected to abide by the School's Safeguarding Code of Conduct and will attend Safeguarding training.

A copy of the School's Safeguarding Policy can be found on the website www.kimboltontschool.com/about-us/policies