

Nexus Education Schools Trust

Additional Resourced Classes



Teaching Assistant Recruitment Pack



Nexus Education Schools Trust

Job Advert

Be part of something new, purposeful and life-changing

Nexus Education Schools Trust, in partnership with **Southwark Council**, is opening new **Additional Resourced Classes** at **Rotherhithe Primary School** and **Grove Primary School** from September 2026. These new specialist provisions are being developed to give more children access to high-quality support within their local community and to increase specialist capacity across Southwark.

We are seeking enthusiastic, compassionate and skilled Teaching Assistants to join us at the beginning of this exciting journey. This is a rare opportunity to help establish new specialist classes from the ground up and to play a vital role in shaping inclusive, ambitious and nurturing learning environments where every child can thrive.

At **Rotherhithe Primary School**, the new specialist hub will include up to six Additional Resourced Classes for pupils aged 3–11 with complex autism spectrum disorder (ASD), opening initially with three classes for 24 pupils and expanding in phases during 2027–2028.

At **Grove Primary School**, the new provision will support pupils aged 3–11 with social communication needs, opening initially with three classes for 18 pupils and growing to four classes during 2027–2028.

Both schools offer exciting environments in which to work. **Rotherhithe Primary School** benefits from a modern, purpose-built site designed with accessibility, flexibility and inclusion in mind, with spaces that support a wide range of learning needs. **Grove Primary School** has been thoughtfully developed to support specialist provision, with purpose-built spaces for younger pupils and refurbished Key Stage 2 classrooms planned as the provision grows. The Grove site also includes training and development space linked to Thames South Teaching School.

As a Teaching Assistant in one of our Additional Resourced Classes, you will work closely with teachers and specialist staff to help pupils feel safe, understood and ready to learn. You will support communication, independence, social interaction, emotional regulation and access to learning through structured, responsive and child-centred practice. You will also help create calm, engaging and highly supportive learning environments tailored to the individual strengths and needs of each pupil.

We are looking for colleagues who are committed to inclusion and who believe in the potential of every child. You may already have experience of SEND, autism, social communication needs or specialist primary provision, or you may bring the right values, empathy, resilience and willingness to learn. Above all, we are looking for people who are calm, reflective, nurturing and ready to work as part of a dedicated team.

Joining us means becoming part of a new specialist provision at a formative stage, with the opportunity to contribute to strong foundations, shared practice and a culture of high expectations for pupils and families alike. These roles offer the chance to make a genuine difference every day – not only in children’s learning, but in their confidence, relationships and future opportunities.

Join us and help build exceptional local provision for children and families in Southwark.

Job Advert

Salary	S3-S4 Inner London (£30,225-£30,654 FTE) S5 for candidates with SEN Qualification		
Location	<table><tr><td>Grove Primary School Grove Road East Dulwich London SE22 8AB</td><td>Rotherhithe Primary School 61 Hawkstone Road London SE16 2PE</td></tr></table> <p>Tel: 020 7274 1829 www.dkh.org.uk</p> <p>Tel: 020 7237 1586 www.rotherhitheprimary.co.uk</p> <p>Please indicate on your application form which school you are applying for. Internal applicants should email HR@nestschools.org for an application form.</p>	Grove Primary School Grove Road East Dulwich London SE22 8AB	Rotherhithe Primary School 61 Hawkstone Road London SE16 2PE
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Hours	36 hours a week (Mon - Fri 8:30-16:12) Part-time considered. Term time only 38 weeks a year plus 5 inset days to be claimed separately		
Reports to	Senior Leadership		
Start Date	01 September 2026		
Closing Date	Midnight on Monday 6 July 2026 Please apply online using MyNewTerm - www.nestschools.org/286/current-staff-vacancies		
Interviews	Wednesday 8 and Thursday 9 July 2026 <i>We reserve the right to interview suitable candidates prior to the closing date.</i>		

Nexus Education Schools Trust

We're proud to offer:

- **Endless Growth Opportunities:** Access to ongoing professional development to help you thrive in your career.
- **Thriving Partnerships:** Strong collaborations with schools to enhance your impact and network.
- **A Happy and Supportive Team:** Work alongside a motivated, friendly, and encouraging group of professionals. We are committed to helping you achieve your professional goals.
- **Comprehensive Training and Development:** NEST supports the continuous growth of all our staff.
- **Course and Qualification Opportunities:** Enhance your skills for your current role or prepare for future opportunities.
- **Career Advancement:** Gain qualifications that can help you progress within the organisation.
- **Resources You Deserve:** A well-equipped environment with the tools and support you need to succeed.
- **Innovative Culture:** Join an organisation that values creativity, teamwork, and fresh ideas.
- **Exclusive Perks:** Enjoy staff benefits like the Cycle to Work scheme and technology discounts.
- **Special Discounts:** Gain access to CSSC Benefits, BHN Extras and Blue Light Card savings, making your life outside work even better.

Welcome from the CEO

Dear Candidate,

Thank you for expressing your interest in joining **Nexus Education Schools Trust**. We are delighted that you are considering becoming a part of our community.

This is an incredibly exciting time for our schools, as the Trust continues to grow and thrive. Currently, all our schools are rated as good or outstanding, with strong leadership teams dedicated to delivering a rich variety of opportunities and outstanding outcomes for every pupil.

At **Nexus Education Schools Trust**, we are guided by a vision to empower individual academies to flourish with true autonomy while fostering a strong culture of support and collaboration across all our schools. Central to everything we do is a commitment to making child-centred decisions and choices.

Our mission is to:

- Nurture every individual,
- Provide exceptional educational opportunities and outcomes,
- Empower all to succeed, and
- Transform the life chances and aspirations of our pupils, equipping them to thrive as fulfilled individuals in an ever-changing world.

We also celebrate the uniqueness of each school's community and the vital contributions they make to ensuring the best education and experiences for our pupils. Every school is fundamental to our collective success. We firmly believe that, together, we can achieve more—delivering higher educational outcomes, broader opportunities for our pupils, and enhanced prospects for our staff and communities.

As a member of NEST, you will join a Trust that champions collaboration, mutual support, and a shared commitment to excellence. We are looking for individuals who:

- Share our values and vision,
- Are enthusiastic about working collaboratively with colleagues both within and beyond their school,
- Are dedicated to continuous development and professional excellence, and
- Are passionate about providing the highest standards and opportunities for all children.

We hope this information inspires you to take the next step in your career with us. We look forward to receiving your application and wish you the very best as you consider this exciting opportunity.

Regards

Paula Farrow OBE
CEO
Nexus Education Schools Trust



Teaching Assistant - Job Description

Main Purpose of the Role:

As a Teaching Assistant, you will work closely with class teachers and other professionals to support pupils' learning, achievement and wellbeing. You will help pupils to access a broad, balanced and appropriately differentiated curriculum, promote their independence, self-esteem, communication and social inclusion, and support them to make progress academically, socially, emotionally and physically. You will provide support for pupils individually, in small groups and within whole-class activities, and contribute to creating a safe, nurturing and engaging learning environment in which every child can thrive. Where required, you will also support pupils with personal care, medical needs, feeding and mobility, in line with their EHCPs, health care plans and school procedures.

Roles & Responsibilities:

Support for Teaching and Learning

- Demonstrate an informed, proactive and effective approach to teaching and learning by using appropriate strategies to support the work of the teacher and improve pupil achievement and engagement.
- Support the delivery of a broad, balanced and appropriately differentiated curriculum so that pupils can achieve their full potential across all areas of learning.
- Work with pupils on an individual basis, in small groups and within whole-class activities to support access to learning, participation and progress.
- Join in with classroom activities and learning experiences to motivate pupils, sustain engagement and encourage active participation.
- Support pupils to remain focused, attentive and positively engaged during lessons and other school activities.
- Assist in delivering a modified or personalised curriculum and adapt activities, tasks and materials, including the preparation of visual aids and other specialist resources, so that pupils can access learning successfully.
- Use a range of communication approaches and specialist strategies to support learning, including visual supports, Makaton, communication books, AAC and other verbal or non-verbal means of communication as appropriate to pupils' needs.
- Support pupils to use ICT, assistive technology and specialist equipment safely and effectively in order to improve access, communication, independence and achievement.
- Prepare, organise and maintain teaching spaces, learning materials and resources to ensure a stimulating, well-structured and safe learning environment.
- Take pride in creating and maintaining a positive learning environment, including displays and presentation of pupils' work where appropriate.
- Read and understand lesson plans and other planning documentation shared before lessons and use these to prepare effectively for your role in supporting pupils' learning.
- Contribute to the planning and delivery of curriculum activities, interventions and personalised learning programmes under the direction of the teacher.
- Supervise a class or group for a short period when the teacher is temporarily unavailable, in line with school policy and the level of the post.

Pupil Progress, Assessment and Targeted Support

- Contribute to effective assessment and planning by observing pupils carefully and supporting the monitoring, recording and reporting of performance, engagement, behaviour and progress.
- Use agreed school systems to record evidence of learning, development and wellbeing, and provide accurate feedback to teachers and relevant professionals.
- Support the delivery of interventions and targeted programmes and contribute to evaluating their impact on pupils' progress and access to learning.

Teaching Assistant - Job Description

- Ensure familiarity with pupils' EHCPs, Curriculum Access Plans, Individual Target Plans, behaviour support plans, therapy programmes and other relevant documentation, and contribute to these where required.
- Support the implementation of agreed outcomes and targets by using consistent strategies, adapting support appropriately and feeding back on progress, barriers to learning and next steps.

Personal Development, Emotional Regulation and Behaviour

- Promote pupils' independence, self-esteem, confidence, resilience and social inclusion across all aspects of school life.
- Support pupils' personal, social and emotional development, including emotional regulation, self-regulation, communication and positive relationships.
- Build warm, respectful, consistent and supportive relationships with pupils that promote emotional safety, trust and readiness to learn.
- Use effective behaviour management strategies consistently and in line with school policies, individual risk assessments and agreed support plans.
- Apply calm, consistent and supportive approaches to behaviour and communication, including co-regulation strategies where appropriate, to help pupils manage distress, anxiety or dysregulation.
- Set high expectations for behaviour, participation and achievement, while responding sensitively to pupils' varying needs and levels of development.
- Actively engage pupils at breaktimes and lunchtimes, encouraging play, communication, friendship and positive social interaction.

Medical, Personal Care and Physical Support

- Support pupils with personal care in a dignified, respectful and sensitive manner, including toileting, changing, cleaning, dressing and feeding, where required.
- Support pupils' medical and healthcare needs, including the administration of medication and implementation of agreed healthcare procedures, in accordance with training, school policy and individual support plans.
- Support students at lunchtimes, including preparing specialist feeds, tending to feeding tubes, carrying out water flushes and supporting feeding where required, following specialist training and guidance.
- Support pupils with manual handling and mobility in line with the school's health and safety guidance, individual moving and handling plans, and relevant training.

Working with Teachers, Families and Other Professionals

- Work collaboratively with class teachers, middle leaders, therapists and other professionals to ensure a consistent and effective approach to supporting pupils' needs.
- Assist pupils with interventions and specialist programmes, and work with education, health and social care professionals as required.
- Reinforce and help deliver programmes recommended by therapists and other specialists, and report on pupils' participation, response and progress.
- Communicate effectively and professionally with staff, pupils, parents and carers under the direction of the class teacher.
- Share accurate knowledge and understanding of pupils with other school staff and relevant professionals so that informed decisions can be made about provision, intervention and support.
- Contribute to meetings and discussions relating to specified pupils, and attend staff meetings, team meetings and review meetings as required.
- Contribute to meetings with parents and carers by providing feedback on pupil progress, attainment, wellbeing and barriers to learning, as directed by teachers.

Teaching Assistant - Job Description

Wider School Responsibilities

- Support pupils during assemblies, clubs, school events, off-site visits and educational trips, and contribute to planning and preparation where appropriate.
- Supervise and support pupils safely during less structured times of the school day, including arrival, departure, transitions, breaks and lunchtimes.
- Work flexibly across classes, groups, activities and areas of the school according to pupil need and the operational requirements of the school.
- Undertake any other duties commensurate with the level of the post, as required to ensure the efficient and effective running of the school.

Continuing Professional Development:

- Participate in the Performance Management Scheme.
- Undertake any necessary professional development as identified.

Additional Points:

- While every effort has been made to outline the main duties and responsibilities of the post, not every individual task may be specified.
- Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not detailed in this job description.
- All staff must comply with academy and Trust policies.
- The Trust will make reasonable adjustments to the job and working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.
- The job description may be subject to amendment or modification should circumstances change. Any changes will be discussed with you initially. If a disagreement arises, you will have the opportunity to resolve the matter with your line manager, and you may be accompanied by a Trade Union representative if you wish.

Special Conditions of Service

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore the successful candidate will be required to disclose relevant criminal history in accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and current disclosure and barring legislation. Certain cautions and convictions are protected and are not subject to disclosure to employers, and cannot be taken into account. Guidance on criminal record disclosure and filtering can be found on the GOV.UK Disclosure and Barring Service (DBS) filtering guidance and Ministry of Justice guidance.

Policies and Procedures

Ensure compliance with, and awareness of, all school policies and procedures in relation to all aspects of the school's management, teaching and learning.

Contacts and Relationships

Provide the expected standard of service, identifying and communicating any shortfalls or opportunities for improvement. Maintain high professional standards of attendance, punctuality, appearance and conduct, and positive courteous relationships with pupils, parents/carers, colleagues and external stakeholders.

Teaching Assistant - Job Description

Equalities

Ensure the Trust's equality policies are implemented and that duties under the Equality Act 2010 are met in relation to staff, pupils and service delivery.

Data Protection

Nexus Education Schools Trust (NEST) is committed to protecting your personal data throughout the recruitment process and in the course of employment. Personal data will be processed in accordance with UK GDPR, the Data Protection Act 2018 and other applicable UK data protection legislation. NEST is the data controller for the personal information you provide as part of your application. All staff are required to maintain appropriate confidentiality in relation to pupils, staff, parents/carers and Trust information. For further information, please refer to the Trust's Data Protection Policy and Job Applicant Privacy Notice available on the Trust website.

This job description may be amended at any time after discussion with you.

Teaching Assistant - Person Specification

Essential Knowledge and Experience:

- Relates well to both children and adults and handles interactions with tact, sensitivity and professionalism.
- Works effectively as part of a team, understanding classroom roles, responsibilities and professional boundaries.
- Has experience of working with or caring for children of the relevant age, preferably including pupils with SEND.
- Has experience of supervising children and supporting learning in a classroom, small-group or one-to-one context.
- Understands the importance of promoting inclusion, independence, self-esteem and positive behaviour.
- Understands school procedures for safeguarding, first aid, medical needs and welfare support.
- Has an awareness of EHCPs, individual support plans and the need to adapt support to meet individual pupil needs.

Skills and Abilities:

- Strong numeracy and literacy skills.
- Effective use of ICT to support learning and carry out role-related tasks.
- Ability to adapt activities, resources and communication to support pupils' access to learning.
- Ability to build positive and supportive relationships with pupils, parents/carers, colleagues and other professionals.
- Ability to observe pupils, monitor progress and provide clear feedback to teachers.
- Ability to support positive behaviour using consistent strategies in line with school policy.
- Basic understanding of child development and learning.
- Ability to evaluate own learning needs and take part in further training and development.

Qualifications:

- NVQ2 or equivalent for Teaching Assistants, or equivalent experience/qualifications
- GCSE English and Maths (Grade C/4 or above), or equivalent.
- Understanding of Keeping Children Safe in Education
- Willingness to undertake relevant training, including first aid and specialist SEND training as required.

Personal Qualities:

- Good organisational and timekeeping skills.
- Uses initiative appropriately and works in collaboration with line managers and teaching staff.
- Motivated to develop own practice and participate in professional development.
- Perceptive, calm and sensitive to the needs of others.
- Resilient, flexible and able to respond positively to change and challenge.

Our Trust



Alexandra
Infant
School



CHILDERIC
PRIMARY SCHOOL



HIGHFIELD

Infants' and Junior Schools



John Keats
Primary School



PERRY HALL
PRIMARY SCHOOL



www.nestschools.org