



The Laurels Primary School is seeking an

# Teaching Assistant



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# Join us at The Laurels Primary School - where getting better never stops!



Do you believe in the power of education to transform children's lives? Are you ready to play a vital role in helping young learners thrive—both in and beyond the classroom? If so, this is an exciting opportunity for a Teaching Assistant to join our warm, ambitious and supportive community at The Laurels Primary School, part of the Durrington Multi-Academy Trust (DMAT).

We are a small, friendly one-form entry school with 190 pupils, where every child is known as an individual. Our children are curious, enthusiastic and eager to learn—and they deserve the very best support to help them shine.

At The Laurels, inclusion is at the heart of everything we do. As a Teaching Assistant, you'll be making a direct impact by supporting children with special educational needs and disabilities (SEND), those eligible for pupil premium, and pupils of all abilities so that every child can reach their potential. Whether you're helping in the classroom, leading small-group interventions, or providing encouragement in the playground, you'll be shaping brighter futures every single day.

We are uncompromising in our aspirations—not only for our pupils, but for our staff too. Our culture is built on support, professional

growth and genuine care for one another. Ofsted (October 2022) described us as *"a close-knit team... where staff feel proud to work, supported by considerate leaders who are highly aware of well-being."* Here, you'll be encouraged to develop as a practitioner, work alongside like-minded colleagues, and take pride in the collective journey of improvement that never stops.

At The Laurels, you'll find:

- **Brilliant children** who are enthusiastic, kind and full of potential.
- **A committed team** who believe in teamwork, high standards and fun.
- **Supportive leadership and governors** who care deeply about staff and pupils alike.

Come and see our wonderful school in action—meet our enthusiastic children, our dedicated team, and experience the supportive environment we're so proud of. To arrange a visit or find out more, please contact the school office. We can't wait to welcome someone who shares our vision and is ready to help our children, and themselves, keep moving forward every day.

**Charlotte Bull**  
Headteacher

# The Role

## Teaching Assistant

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As a Teaching Assistant at The Laurels, you'll be at the heart of classroom life, helping to raise standards of achievement under the direction of the class teacher and/or SENDCo. Your role will be varied, purposeful and rewarding.

### What is the purpose of the role

You will:

- Support children of all abilities in the classroom, helping to create an inclusive, engaging learning environment where every pupil feels safe, motivated and able to succeed.
- Deliver small-group and one-to-one interventions, particularly for children with SEND and those eligible for pupil premium, making sure every child has the chance to thrive.
- Promote positive relationships and social skills, encouraging pupils to develop confidence, resilience and respect for others.
- Supervise children during lunchtimes, supporting them as they eat, play and build friendships.
- Work closely with teachers, colleagues and families to ensure every child receives the best possible support.
- Embrace our school vision that *getting better never stops* by reflecting on your practice, seeking opportunities for growth, and contributing to a culture of continuous improvement.

## Main Duties

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### Teaching Assistant Responsibilities

- To assist in the learning environment by working with either individuals or small groups of children under the guidance of Teachers and Leaders.
- To work effectively as a team member contributing fully to all aspects of school life.
- To ensure that there are positive relationships between adults and adults/children, and that, if help is needed to establish/maintain positive relationships, then this is sought from the Senior Leadership Team.
- To carry out observations, assessments and maintain records of children's progress and work where appropriate/as directed by the Class Teacher or Line Manager.
- To carry out assessment tasks assigned by Teachers in order to monitor the children's development.
- To show care and concern for all the children in school. Duties will include administering First Aid, changing and cleaning them if necessary, and being concerned for their general welfare or responding to children's specific needs (in accordance with the Intimate Care Policy).
- To uphold our strong behaviour policy and to treat children fairly and with respect, in compliance with the ethos and values of The Laurels Primary School.

- To adhere, be familiar and stay up to date with all key school policies including Safeguarding, Confidentiality, Teaching & Learning, Behaviour, AfL feedback, and Whistleblowing.
- To work in partnership with, and establish supportive and professional relationships with all adults within the school community, and reflect the partnership between home and school that is considered essential at the Laurels Primary School.
- To cover breaktime and lunchtime duties (playground and lunch hall) as instructed, supervising the children to ensure their safety and wellbeing, both emotionally and physically, and helping children to enjoy the experience and develop their social and play skills.
- To support the service of hot meals at lunchtimes as requested
- To attend regular year group meetings and / or training sessions to develop knowledge and understanding of the job
- To keep the Leaders and Class Teacher aware of any problems, issues and concerns s/he may have.
- To handover any essential information to supply or cover teachers about children in their class. Where Teaching Assistants work in job shares, they must be proactive in maintaining a smooth transition throughout the week.
- To ensure that school security and Health & Safety rules and regulations are upheld at all times by reporting issues to the Site Team or Leaders
- To be involved in all aspects of school life, and play a valuable and supportive part in ensuring that the children at The Laurels Primary School are settled and happy
- To be a positive ambassador of the school and its role in the community.
- To continue to develop practice through feedback and our appraisal process
- To participate in the implementation and delivery of educational programmes and monitor the progress of groups of pupils or individuals.
- To undertake any duties which may be reasonably allocated by the Senior Leadership team appropriate to the role to ensure the smooth running of the school.
- To assist Teachers in general administration of the classroom by photocopying, covering, checking equipment and mounting and displaying of children's work.
- Attend professional development sessions as recommended by the SENCO or other senior staff.

#### **Other Duties**

- Establish effective working relationships and set a good example through presentation and personal and professional conduct.
- Demonstrate a commitment to keeping children and young people safe by adhering to our safeguarding and child protection policies.

# Candidate Specification

Attributes	Essential	Desirable
<b>Physical &amp; Sensory</b>	<ul style="list-style-type: none"> <li>• Ability to work under pressure and manage time effectively</li> <li>• Demonstrate robustness and resilience</li> </ul>	
<b>Qualifications/ Knowledge</b>	<ul style="list-style-type: none"> <li>• Sound knowledge of English and Mathematics educated to C and above at GCSE level or equivalent.</li> <li>• Working knowledge of Basic computer programs (Word, Excel)</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the National Curriculum and GCSE specifications.</li> <li>• A levels/degree</li> <li>• IT qualifications</li> <li>• First Aid Qualifications</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Having worked with young people of school age</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a school/ education setting</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• Willing to undertake professional development and share your learning with colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>• If you do not have a valid first aid certificate, training will be provided.</li> </ul>
<b>Circumstances - Personal</b>	<ul style="list-style-type: none"> <li>• Proven willingness and capacity for hard work</li> <li>• A personality to merit the respect of pupils and to encourage them</li> </ul>	
<b>Skills and Qualities</b>	<ul style="list-style-type: none"> <li>• The ability to develop learning resources to enable pupils with specific learning needs to access course content and achieve their personal best</li> <li>• Highly motivated, clear thinking and principled</li> <li>• Committed to equality of opportunity</li> <li>• Able to manage time effectively</li> <li>• The ability to effectively engage young people</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of young children's learning needs, how to question pupils to assess knowledge and progress</li> </ul>

## Package

<b>Responsible to:</b>	Headteacher and Assistant Heads
<b>Salary Grade:</b>	Grade 4, SCP 5 FTE: £25,583. (Actual Salary £18,283.07) pro rata per annum
<b>Hours:</b>	8.30am – 3.15pm, Monday - Friday with a 30-minute lunch break.
<b>Contractual:</b>	Term time only + additional INSET days as requested. Permanent post.



## Safeguarding

The Laurels Primary School is committed to the safeguarding and wellbeing of our children. It is a core expectation of every member of staff to safeguard the wellbeing of every child within the school. Staff are supported through regular training and are expected to adhere to the school's Safeguarding and Child Protection Policy at all times.

In addition to normal pre-employment checks, this appointment will be subject to an enhanced DBS check and a safeguarding interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

## Staff Charter

 <b>Marking and Feedback</b> – We have a policy of live marking in the moment by all adults in the classroom. In the moment feedback is verbal with minimal recording in books. We encourage the children to take ownership of correcting misconceptions in their work.	 <b>Culture</b> – The culture of our school is critical to an enjoyable, rewarding work environment. We all want the best for our children and therefore all staff are encouraged to communicate any feedback to leaders so support can be offered and adaptations can be made where necessary.
 <b>Data Collection</b> – Data is collected three times a year for all subjects so subject leaders can monitor progress without overburdening staff.	 <b>Change</b> – Where new initiatives are produced, they are based on the latest research and what will work for The Laurels staff and children.
 <b>Annual Reports</b> – Our reports give parents and carers the key information they need. They are concise and focus on the important personal and social detail whilst being clear about where pupils have met expectations.	 <b>Support</b> – Every class in the school has a full-time Teaching Assistant to support the teacher and learners by giving feedback, delivering interventions and mapping the children's provision.
 <b>Subject Leadership</b> – The Laurels is committed to supporting every subject leader with termly release time to look at children's outcomes as well as termly release time to work on their personal action plan.	 <b>Emails</b> – There is no expectation for staff to respond to emails outside of normal working hours. We trust the professional judgement of staff to make decisions about when they work in order to achieve a work-life balance.
 <b>CPD</b> – Teachers and support staff have weekly CPD sessions that link to identified areas of whole school improvement and the latest research. Subject leaders are directed to CPD in their subject areas to further develop their leadership. Staff are also provided with external CPD opportunities as individuals or whole teams. We work with the Research School, Maths and English Hubs.	 <b>Staff Bulletin</b> – Every week there is a staff bulletin that is shared with the whole staff team, which recognises staff contribution and celebrates success and achievements. It also ensures all members of the team receive key communication and removes the need for a Friday or Monday meeting.
 <b>Planning</b> – We have detailed plans and resources for foundation subjects so teachers can focus on adaptive teaching for the children in their class.	 <b>Employee Assistance Programme</b> – We have an employee benefit programme which supports staff through health and wellness services.



# How to Apply

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Please [click here](#) to complete our application form and to attach your supporting letter (maximum 2 sides of A4) addressing the points below by Monday 6th October 2025 at 9.00:

1. Why would you like to work with the children and staff at The Laurels Primary and what would you bring to our team?
2. How would your experience and skills enable you to be successful in the role?

**Some of our roles attract a high level of interest and for this reason we review applications as they are received, therefore on occasions this means roles may close earlier than advertised; so early applications are highly recommended.**

Strong candidates may be invited to interview before the closing date.

Visits to the school are most welcome, please email Carly Oliver, Executive Assistant, [coliver@laurelsprimary.co.uk](mailto:coliver@laurelsprimary.co.uk) or 01903 830901.

