Special School Assistant – Permanent, Full Time

School Name	Springwell School
Job Title	Special School Assistant
Salary	Grade 6, SCP 12 - 17 Actual MIN £20,776 to MAX £23,035 pa Scale point dependent upon length of service/experience
Hours	Full time 30 hours per week Monday and Friday: 08:45 am – 3:15 pm Tuesday – Thursday: 08:55 am – 3:15 pm Permanent, Term Time only
Start Date	As soon as possible
Closing date	This vacancy is open on a rolling basis

Springwell School is located on the edge of the city of Southampton and is a designated day special school for children aged from 4 - 11 years.

We are a warm, ambitious, and inclusive Special Educational Needs (SEN) school committed to providing high-quality education and care for children with a range of complex learning and behavioural needs. Our pupils thrive in an environment where every achievement is celebrated, individuality is valued, and nurturing relationships come first.

The school encourages a supportive and positive learning ethos that enables both staff and pupils to work and learn together to develop their full potential, providing the highest possible standards of education and support to children, families, and staff.

The Role

We are seeking compassionate, enthusiastic, and resilient Special School Assistants to join our dedicated team. You will work closely with teachers, therapists, and other support staff to help pupils access learning, develop independence, and enjoy a safe, engaging, and positive school experience.

This role is ideal for someone who is passionate about supporting children with additional needs and is ready to make a meaningful difference every day.

Key Responsibilities

- Provide tailored support to pupils with a range of complex learning and behavioural needs.
- Assist with implementing individual learning plans and behaviour support strategies.
- Support pupils in the classroom, during therapies, and around the school environment.
- Promote positive relationships, emotional wellbeing and independence.
- Contribute to creating a safe, stimulating and inclusive learning environment.
- Work collaboratively with teachers and wider staff to support pupil progress.
- Provide personal care where required (training provided).

About You

We would love to hear from you if you are:

- Patient, caring and committed to the wellbeing of children with additional needs.
- Able to work flexibly, stay calm under pressure, use initiative and be a positive role model
- A strong communicator who can work well as part of a team.
- Willing to learn and take on training, including Safeguarding and specialised SEN approaches.
- Experienced within a school or in SEN setting (desirable but not essential).
- Proven teaching strategies such as the use of symbols
- Able to deal with challenging behaviour and provide welfare support in accordance with school policies
- Resilient and reliable
- Committed to the importance of confidentiality and safeguarding

What we offer

- Competitive salary with regular salary progression
- Opportunities for CPD
- Free on-site parking
- Pension Scheme
- High-quality support and training
- Monday – Friday working pattern
- Excellent development opportunities to grow within a positive and supportive team
- Employee Assistance Programme
- Mental Health and Wellbeing Support
- A rewarding role where you can genuinely make a difference

Please refer to the Job Description and Person Specification for the full responsibilities of this role and knowledge required.

Working pattern – 30 Hours
Monday & Friday: 08:45 am – 1.25 pm
Tuesday – Thursday: 08:55 am – 3:15 pm

How to apply
To apply, please complete the application form on www.springwellschool.net and return to Rachel Ambrey, HR Lead, by email to recruitment@springwellschool.net. Alternatively, please post your completed application to HR at Springwell School, Hinkler Road, Thornhill, Southampton, SO19 6DH. We do not accept CV's.

Interview process
If successfully shortlisted, you will complete an observation in class prior to a 2 panel, face to face interview.

Safeguarding
Springwell School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process including an enhanced disclosure and barring service check and a full online check of social media platforms as per the updated guidance in KCSIE 2022.

If you do not hear from us regarding your application, unfortunately this means that you have been unsuccessful on this occasion. We thank you for your interest and wish you every success in your future applications.

Please note that applications are reviewed and shortlisted on a rolling basis, and we reserve the right to close a vacancy, interview, and appoint if suitable candidates who meet the criteria are found. Please submit your application as soon as possible to avoid disappointment.