

Nexus Education Schools Trust

Marjorie McClure School



Health Care Assistant Recruitment Pack



Nexus Education Schools Trust

Job Advert

Join Our Team at Marjorie McClure School!

Are you passionate about transforming the lives of children with special needs? Marjorie McClure School is searching for an enthusiastic Health Care Assistant to join our dynamic team!

Your role:

- Create - develop relationships with students based on respect and dignity
- Collaborate - work closely with teaching and senior staff to foster a nurturing approach to personal care across the school
- Empower - promote students independence and self-esteem and social inclusion
- Support - assist students with all elements of their personal, physical and medical care
- Care - consistently demonstrate empathy and care towards our students, being respectful of their needs as individuals.

What We're Looking for:

- Experience supporting children and young people with disabilities and medical needs is desirable but not essential
- Previous experience working in the care industry would provide relevant experience
- A proactive and compassionate individual ready to make a real impact.

Join us in creating a nurturing and inclusive environment where every child can thrive. If you're ready to embark on this rewarding journey, apply now and be part of something truly special at Marjorie McClure School.

Salary	S3 Outer London (£28,221-£28,617 FTE)
Location	Marjorie McClure School 110 Slades Drive Chislehurst Kent BR7 6FG Tel: 020 8467 0174/020 8467 0175 www.marjoriemcclure.co.uk
Hours	35 hours a week (Mon - Fri 8:30-16:00) Term time only, 39 weeks a year
Reports to	Senior Leadership
Start Date	November 2025
Closing Date	Midnight on Tuesday 11 November 2025 Email application forms to personnel@mmc.bromley.sch.uk
Interviews	Thursday 20 November 2025 <i>We reserve the right to interview suitable candidates prior to the closing date.</i>

Marjorie McClure School

Welcome to **Marjorie McClure School**, where learning is an exciting adventure filled with creativity, inspiration, and opportunities for every individual to grow and shine. As an **outstanding foundation special school** for students aged 4-19 with complex medical needs and physical disabilities, we provide a nurturing environment where every achievement, no matter how small, is celebrated. At Marjorie McClure, we are more than a school—we are a family that fosters growth, independence, and community connections.

Our personalised curriculum goes beyond academics, prioritising communication, life skills, and social development. Collaboration is key to our success, and we work closely with a dedicated team of healthcare professionals, including nurses, speech and language therapists, occupational therapists, and physiotherapists, all based on-site.

In April 2023, we entered an exciting new chapter by moving into our purpose-built school. This state-of-the-art facility is designed to meet the needs of our students, featuring a wheelchair-friendly playground, sensory and immersive rooms, soft play areas, and a rebound therapy room. We're also proud to showcase our **Chelsea Flower Show garden**, which has become a cherished highlight of our new campus.

At **Marjorie McClure School**, we believe in the power of education to transform lives, and we're excited to continue this journey with our students, families, and community.

Nexus Education Schools Trust (NEST) a rapidly growing Multi-Academy Trust with 20 vibrant primary schools across Bromley, Kent, Lewisham and Southwark. Over the past five years, we've invested in state-of-the-art facilities, ensuring our schools provide exceptional learning opportunities for every pupil.

We are proud partners with a number of multi-academy trusts and groups of maintained schools, creating a collaborative network that enhances educational experiences across the region. As part of our commitment to developing outstanding teaching, we also oversee the Thames South Teaching School Hub, delivering high-quality teacher training and professional development in Bromley, Bexley and Greenwich.

At NEST, we believe in the power of collaboration. Our schools are united by a shared dedication to creating a culture of continuous learning, where inclusion is at the heart of everything we do. Each school plays a vital role in building a strong, interconnected professional learning community, driving success across our entire trust.

We are driven by a clear, moral purpose:

“To provide excellence and opportunity for all, transforming lives through education and inspiring the leaders of tomorrow”

Nexus Education Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undergo an enhanced DBS clearance.

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
- 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



Health Care Assistant - Job Description

Main Purpose of the Role:

Under the direction of the HCA Lead and SLT, be responsible for and assist with the care and welfare of students.

Roles & Responsibilities:

- To support the medical, personal care, and wellbeing needs of pupils with complex and diverse needs. This includes working closely with school teachers, TAs, nurses, therapists, and teaching staff to ensure pupils are safe, comfortable, and able to access learning.
- Ensure familiarity with students' EHCPs, All About Me documents, Individual Management Plans, and other relevant information. Contribute to these where required.
- Under the direction of the HCA Lead, regularly review and update individual Intimate Care and Manual Handling Plans.
- Assist with personal care, including support with toileting, changing pads, and hygiene.
- Support students with manual handling following the school's health and safety guidance and procedures.
- Support students at lunchtimes, including preparing specialist feeds, tending to feeding tubes and water flushes, and feeding where required. (Specialist training will be provided.)
- Assist pupils with interventions and engage with other agencies as required.
- When requested, assist with the compilation of reports and attend annual reviews.
- Participate in meetings and discussions on specified pupils, and attend staff and team meetings.
- Liaise with parents as necessary.
- Communicate with pupils using Makaton, Communication Book, AAC, or other non-verbal means of communication. (Specialist training will be provided.)
- Administer medication under the guidance of the nursing team, and support the needs of students as outlined in EHCPs and support plans.
- Support students with swimming, including changing and assisting them in the pool.
- Report any concerns or outcomes to the Lead HCA.
- Confidentially engage with school IT systems and participate in specialist training.
- Fully and positively participate in the school's appraisal processes and engage in ongoing specialist training and professional development.
- Undertake any other duties commensurate with the level of the post, as required to ensure the efficient and effective running of the school.

Health Care Assistant - Job Description

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.
- All staff must comply with academy and Trust policies.
- 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.
- 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). The amendments to the Exceptions order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website. The central offices are based in a school and candidates are required to comply with Trust safeguarding and DBS procedures.

Policies and Procedures

Ensure, comply and be aware of all school policies and procedures in relation to all aspects of the school's management, teaching and learning.

Contacts and Relationships

Provide the specified standard and level of service that is expected, noting and passing on any shortfalls or potential improvements. Maintain high professional standards of attendance, punctuality, appearance, conduct and positive courteous relations with pupils, parents/carers and colleagues.

Equalities

Ensure the school's equal opportunities policies are implemented and that statutory responsibilities regarding individuals and service delivery are met.

Data Protection

Nexus Education Schools Trust (NEST) is committed to protecting your privacy when you apply for a position with us. We ensure your information is kept safe and used in a reasonable and ethical manner. As the data controller, NEST manages how your personal information is processed and for what purposes. All staff must maintain confidentiality regarding pupils, staff, and parent information. For more details, please refer to our Data Protection Policy at www.nestschools.org

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

Health Care Assistant - Person Specification

Essential Knowledge and Experience:

- Relate well to both children and adults.
- Handle interactions with tact and sensitivity.
- Understand school procedures for first aid and medical emergencies.
- Work effectively as part of a team, understanding school roles and responsibilities.
- Have general experience in supervising children.
- Experience working with or caring for pupils of the relevant age, preferably with SEND needs
- Ability to work constructively as part of a team, understanding classroom roles and responsibilities.
- Strong interpersonal skills to relate well to both children and adults.

Skills and Abilities:

- Strong numeracy and literacy skills.
- Effective use of ICT to support learning.
- Proficiency with equipment technology, such as interactive whiteboards and photocopiers.
- Knowledge of relevant policies, codes of practice, and legislation.
- Basic understanding of child development and learning.
- Ability to self-evaluate learning needs and actively seek learning opportunities.

Qualifications:

- Undertake relevant training, such as basic first aid.
- NVQ3 or equivalent for Health Care Assistant, or equivalent experience/qualifications
- Understanding of Keeping Children Safe in Education
- Participate in training and development opportunities.

Personal Qualities:

- Possess good organizational and timekeeping skills.
- Use initiative and make decisions in collaboration with your line manager.
- Be motivated to develop your own practice.
- Be perceptive and sensitive to the needs of others.
- Have a good sense of humour.
- Show resilience.



Nexus Education Schools Trust

The application process

Nexus Education Schools Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. We comply with the statutory legislative requirements and guidance, including 'Keeping Children Safe in Education', and we follow a rigorous selection process which seeks to discourage and screen out unsuitable applicants.

Safer Recruitment

Our job descriptions and person specifications confirm individual responsibility for safeguarding the welfare and well-being of children and young people. All posts are subject to Enhanced Disclosure and Barring (DBS) checks.

Application Stage

We require all applicants to complete our Application Form which seeks to elicit the information we require to undertake the shortlisting process and to assess the applicant's suitability for the post they have applied for. We do not accept CVs in place of a completed Application Form. We reserve the right to reject any applicant who has failed to fully complete our Application Form.

Shortlisting

Only those candidates who meet the criteria outlined in the person specification will be shortlisted. We carry out online and social media searches as part of our due diligence on shortlisted candidates. If we identify any of concern to us, then this will be raised and explored during the interview.

Interview

1. Shortlisted candidates will take part in an in-depth interview and selection process.
2. Employment references will be sought before an interview.
3. Candidates will be asked to complete a Self Declaration Form in respect of their criminal record and to return this prior to the interview.
4. Candidates will be asked to address any discrepancies, anomalies, or gaps in employment in the application form including their employment history. Candidates will be invited to discuss any disclosures in their self-declaration form and any queries we have arising from the information provided in their employment references and/or our online and social media searches.
5. Proof of right to work in the UK and any relevant qualifications must also be provided at the interview.

Appointment

An offer of employment is conditional upon us being satisfied with the outcomes of all the following checks:

- Verification of the candidate's identity.
- An Enhanced Disclosure and Barring Service Certificate (DBS) including a Children's Barred List check
- An assessment of fitness to work to ensure that a candidate has the health and physical capacity for the job
- Overseas criminal record and overseas professional registration checks where a candidate has lived, worked or qualified overseas
- Verification that the candidate is not the subject of a prohibition order or section 128 direction made by the Secretary of State
- Compliant employment references
- Verification of qualifications and professional registrations relevant to the candidate's role
- Verification of the candidate's right to work in the UK
- Verification that candidates employed in reception classes, or wraparound care for children up to the age of 8, are not disqualified from working in these setting under the 2018 Childcare Disqualifications Regulations.

On appointment and annually thereafter, all colleagues are required to undertake Safeguarding training, Cyber Security training, GDPR training and to reaffirm and disclose any changes to their criminal record, and to read and confirm their adherence to Part 1 of Keeping Children Safe in Education, our child protection and safeguarding policy, behaviour policy and code of conduct (which includes our requirements in respect of ethical and professional standards and professional boundaries). All school based staff will be required to undertake first aid training.

Our contracts of employment place an ongoing requirement on all colleagues to immediately notify us if they are the subject of a police investigation, are released under investigation, or receive a caution or conviction.

Recruitment of Offenders

All posts within NEST are, (by the reason of The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended)) exempt from the provisions of the Rehabilitation of Offenders Act 1974. This means that all applicants for employment with the Trust must disclose all unspent cautions and convictions and all unprotected spent cautions and convictions. An explanation of when a spent conviction is unprotected is available on the Ministry of Justice website.

- If relevant information (whether concerning previous convictions or otherwise) is volunteered by an applicant during the recruitment process of obtained through a DBS check, we will consider the following factors before reaching a recruitment decision:
- whether the conviction of other matter revealed is relevant to the position in question;
- the seriousness of any offence or other matter revealed;
- the length of time since the offence or other matter occurred;
- whether the applicant has a pattern of offending behaviour or other relevant matters; and
- the circumstances surrounding the offence and the explanation(s) offered by the convicted person.

If the post involves regular contact with children, it is our normal policy to consider it a high risk to employ anyone who has been convicted at any time of any of the following offences: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence, class A drug-related offences, robbery, burglary, theft, deception or fraud.

If the post involves access to money or budget responsibility, it is our normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception, or fraud.

If the post involves some driving responsibilities, it is our normal policy to consider it a high risk to employ anyone who has been convicted of dangerous driving or of an offence of driving under the influence of alcohol or drugs, within the last 10 years.

Probation

All new colleagues will be subject to the NEST probation procedure for six months. The probation procedure is to enable the assessment of a colleague's suitability for the job for which they have been employed, which includes the monitoring and review of their performance of their duties, skills, qualifications, and experience outlined in the job description and person specification and their suitability to work with children and young people.

Equal Opportunities

NEST recognises the value of, and seeks to achieve, a diverse workforce that includes people from all backgrounds. We take positive steps to create an employment culture in which people feel confident about being treated with fairness, dignity, and tolerance irrespective of their differences. This commitment extends beyond the relationship between the conduct of colleagues, potential colleagues, and the whole community. We are committed to the elimination of unlawful discrimination and the promotion of good relations between all.

General Data Protection Regulations

NEST is committed to ensuring that your privacy is protected. By signing a contract of employment, you understand that NEST, and/or agents appointed by the trust, process your personal data, including "special category personal data" as defined in the General Data Protection Regulations (GDPR), for the purposes of the operation, management, security and/or administration, as well as, complying with applicable laws, regulations, and procedures. The information you provide (except equality monitoring information) may be shared with partner organisations that provide services to NEST. Further information on our data protection policy and privacy notices can be found on the NEST website.

Our Trust



Alexandra
Infant
School



CHILDERIC
PRIMARY SCHOOL



Infants' and Junior Schools



John Keats
Primary School



www.nestschools.org