THE POLYGON SCHOOL
Handel Terrace
Southampton
Hampshire
SO15 2FH
Tel: 023 80 636776
Email: info@polygon.southampton.sch.uk

Headteacher: Mr Ben Penfold

Learning Support Assistant (Hybrid Role)
The Polygon School

Closing date: Friday 4th December 2026

Interview Dates: Tuesday 8th December 2026

Start Date: Monday 4th January 2027

Salary Type: Support Staff

Salary Details: Grade 6 | SCP 12 – SCP 17 ***(Approx. £22,457 pro rata'd)***

Hours of Work: 32.5 Hours per Week, Term Time Only. Working hours between 08.30am and 15.30pm Monday to Friday. Occasional overtime hours by negotiation.

Contract Type: Permanent Contract (*Subject to suitable probation)*

Job Information

We are delighted to offer an exciting opportunity to join the team at The Polygon School as a Learning Support and Outreach Worker. This is a varied and rewarding hybrid role, offering the opportunity to work across both our main class-based provision and our Pathways Team.

The successful candidate will play an important role in supporting pupils to engage with their education, develop confidence and achieve positive outcomes. The role will involve working flexibly across different settings, responding to the individual needs of pupils and helping them to overcome barriers to learning.

This role may also include providing 1:1 support to pupils offsite, helping them access alternative learning opportunities, re-engage with education and develop the skills needed for their next steps.

Key Responsibilities

- Provide learning support to pupils within our main class-based provision.
- Work alongside teachers and other professionals to support pupils' learning, engagement and progress.
- Deliver individualised 1:1 support, including offsite provision where required.
- Support pupils who may experience barriers to accessing mainstream education.
- Build positive, trusting relationships with pupils, promoting confidence, resilience and independence.
- Support the delivery of personalised learning and engagement programmes.
- Work flexibly across the main school and Pathways Team, adapting to changing pupil needs.
- Encourage positive behaviour, emotional regulation and social development.
- Maintain effective communication with colleagues, families and external professionals where appropriate.
- Promote the values, ethos and safeguarding expectations of The Polygon School.

About the School

The Polygon School is a specialist school in the heart of Southampton that supports, educates and helps make a difference to the lives of 78 young men aged 11-16 with social, emotional and mental health issues. All Pupils attending this school hold an Education, Health Care Plan. Our ambition is to remove any barriers to learning and equip our pupils to learn both inside and out of the classroom.

What we are looking for

- Is passionate about supporting young people and making a difference to their lives.
- Has experience of working with children or young people, particularly those with additional needs or barriers to learning.
- Is flexible, adaptable and confident working in a variety of settings.
- Can build positive relationships and motivate pupils who may have disengaged from education.
- Has a patient, empathetic and nurturing approach.
- Can work independently when providing 1:1 offsite support, while maintaining strong communication with the wider team.
- Is proactive, enthusiastic and committed to helping every pupil achieve their potential.
- Driving licence essential

Benefits

- Free city centre parking
- Onsite gym facilities
- CPD and progression opportunities
- Supportive staff team
- Provision of wellbeing opportunities
- Access to Blue Light discount card

Why Join the Polygon School?

This is a fantastic opportunity to become part of a dedicated team where no two days are the same. The hybrid nature of the role offers variety, the opportunity to develop a broad range of skills and the chance to make a meaningful difference to pupils both within the classroom and beyond.

If you are passionate about helping young people reconnect with learning, develop their confidence and find a positive pathway forward, we would love to hear from you.

Application Procedure

The job description, person specification and application form for this role can be found on our website www.polygon.southampton.sch.uk/vacancies.

If you would like to find out more about our school or this role, please email the School Business Manager, Davina Yates on davina.yates@polygon.southampton.sch.uk.

Please note that CV's will not be accepted.

All completed application forms are to be sent to davina.yates@polygon.southampton.sch.uk by the specified closing date.

Safer Recruitment

The Polygon School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All successful candidates will be subject to satisfactory references, an enhanced DBS clearance and other employment related checks. For a full list of checks, please refer to the vacancies page on the School Website www.polygon.southampton.sch.uk/vacancies

Rehabilitation of Offenders Act 1974 (exemptions) order 1975

This post is covered by the rehabilitation of Offenders Act 1974 (exceptions) order 1975 because it is a post which involves working directly with young people. You are therefore required to declare whether you have any criminal convictions (or cautions or bind overs) including those which are "spent".

The amendments to the Exceptions order 1975 (2013) 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 filtering cautions and convictions can be found on the Disclosure and Barring Service website: https://www.gov.uk/government/organisations/disclosure-and-barring-service.