Camp Hill Primary
— Growing Together —

SEN TA

Recruitment Pack



The Futures Trust
BUILDING BRIGHTER FUTURES



BUILDING BRIGHTER FUTURES

Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



4

Primary Schools



6

Secondary Schools



9000+

Students



1300+

Staff

Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.

Rachel Whittingham

Head Teacher



Camp Hill Primary School is a thriving school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

We look forward to hearing from you.



Job Details

JOB TITLE	**SPECIAL EDUCATIONAL NEEDS TEACHING ASSISTANT (SEN TA)**
OPPORTUNITY	We are seeking to appoint an excellent SEN Teaching Assistant to join our dedicated team. A caring and enthusiastic individual will thrive in this role, supporting pupils to overcome barriers to learning and achieve their full potential. You will be patient, adaptable and committed to helping children succeed. Working closely with staff and families, you will play a key role in creating a positive, inclusive and supportive learning environment. We want the very best for our children and staff and are looking for an exceptional SEN Teaching Assistant to join our happy, caring and ambitious school community.
REPORTING TO	Headteacher
LOCATION	Based at Camp Hill Primary School with a requirement to travel to work at or for schools in the Trust.
SALARY/ WORKING PATTERN	Monday to Thursday 8.30am – 4.00pm, Friday 8.30am to 3.30pm (30-minute unpaid lunch) 34.5 hours per week / 39 weeks per annum Grade 3 £21,262.02 per annum (£26,269 FTE) - £22,291.57 per annum (£27,541 FTE)
BENEFITS ENHANCING WORKING LIVES	- Competitive rates of pay - Professional development opportunities - Career pathways across the Trust - Teacher / Local Authority Pension Scheme - Online retail discount - Employee Assistance Programme - Family Friendly policies to support family & carer commitments - Flexible Working Arrangements www.thefuturestrust.org.uk/why-work-for-the-futures-trust



Job Description

Job Purpose:

To support pupils with special educational needs and disabilities (SEND) within a specialist provision, enabling them to access learning, develop independence, and achieve their full potential academically, socially, emotionally and physically. The post holder will work under the direction of the class teacher and SENCO to provide high-quality support tailored to individual pupil needs.

Key Responsibilities

Supporting Teaching and Learning

- Support individual pupils and small groups in accessing a differentiated curriculum.
- Assist in the planning and delivery of learning activities as directed by the teacher.
- Adapt resources and activities to meet individual learning needs.
- Promote engagement, participation and achievement in learning.
- Support the development of communication, literacy, numeracy and social skills.

Supporting Pupils with SEND

- Implement strategies identified in Education, Health and Care Plans (EHCPs).
- Support pupils with a range of needs, including autism spectrum condition (ASC), speech and language needs, learning difficulties, sensory needs, social, emotional and mental health needs (SEMH), and physical disabilities.
- Use positive behaviour support strategies to promote emotional regulation and appropriate behaviour.
- Support pupils with personal care, feeding, toileting and medical needs where required.
- Encourage independence, self-esteem and resilience.

Behaviour and Wellbeing

- Build positive and trusting relationships with pupils.
- Support pupils to develop social interaction and communication skills.
- Assist in managing challenging behaviour in accordance with school policies and individual behaviour plans.
- Promote inclusion, safeguarding and pupil welfare at all times.

Assessment and Monitoring

- Observe and record pupils' progress and achievements.
- Provide feedback to teachers on pupil engagement, behaviour and attainment.
- Contribute to reviews of EHCP targets and intervention programmes.
- Maintain accurate records as required.

Working with Others

- Work collaboratively with teachers, therapists, external professionals and parents/carers.
- Attend meetings, training and professional development opportunities as required.
- Contribute to a positive and effective specialist provision team.

Safeguarding

- Promote and safeguard the welfare of children and young people.
- Adhere to all school safeguarding, child protection, health and safety and confidentiality policies.
- Report any concerns in accordance with safeguarding procedures.



Person Specification

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	• GCSE English, Maths and Science at Grade C / grade 4 or above or equivalent • Educated to Advanced Level / NVQ Level 3 or equivalent	Training in behaviour management, autism support, Team Teach, Makaton, PECS, or communication interventions.	Application Form Certificates
SKILLS AND ABILITIES	• Highly organised; can prioritise and work well under pressure. • Able to communicate effectively both verbally and in writing with a range of audiences • IT literate including Microsoft word, excel and outlook. • Able to be proactive, pre-empting children's needs. • Able to understand curriculum content and make it accessible to children. • Able to implement action plans for individual and groups of children. • Able to adapt and modify materials and resources to make them accessible to children. • Able to support with the implementation of the school's Relationship, Behaviour and Welfare Policy. • Able to work as an effective team member and work on own initiative. • Able to maintain confidentiality and data security.		Application Form Interview Test

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
SKILLS AND ABILLITIES Continued	• Able to consistently produce high-quality work. • Able to deal with situations calmly and efficiently.		
EXPERIENCE	• Experience of working with children in a primary school or similar setting • Experience of working with children with specific special needs • Understanding of special educational needs and inclusive practice.	Experience supporting pupils with personal care or medical needs.	Application Form Interview
KNOWLEDGE AND UNDERSTANDING	• Understanding of relevant codes of practice and legislation • Knowledge and understanding of and proactive approach to Equal Opportunities • Understanding of how to monitor and track the progress of pupils		Application Form Interview
OTHER REQUIREMENTS	• A professional role model who is committed to their own professional development and to developing others. • Committed to and able to promote the aims of the school and the values of The Trust: Learners First, It's about Learning, No Barriers. • Able to work calmly under pressure and withstand stress. • Shares and listens to information, opinions and ideas using a range of effective approaches • Has a genuine concern to secure the educational progress of pupils irrespective of their ability or ethnic, cultural or social background • Hard working and committed • Has a sense of humour, patience and resilience		Application Form Interview



How to apply

Closing date:
Monday 2 November 2026

Interviews:
Friday 6 November 2026

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team:
tel: 02477 102134

To apply for this post, please complete the online application form found at:
www.thefuturestrust.org.uk/work-with-us/current-vacancies

On application please read the following policies found at:
www.thefuturestrust.org.uk/work-with-us/recruitment-policies

- Camp Hill Primary Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants

The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.

The successful candidates for all positions will be subject to an enhanced DBS check and Children's Barred List Check.