



ENABLE TRUST CANDIDATE PACK



TEACHING ASSISTANT





Welcome

Andrew Buckton

Chief Executive Officer (CEO)

Thank you for your interest in this role and a very warm welcome to Enable Trust.

We are all committed to our vision of “**Achieving More Together.**”

Enable Trust has grown from its founding schools in 2018 into a strong, collaborative partnership, with a shared commitment to delivering the very best outcomes for children and young people. This is an exciting time to join the Trust as we continue to grow, building on our strong foundations and developing how we work together to support our schools and communities.

Our central team plays an important role in supporting our schools, working alongside colleagues across the Trust to provide guidance, consistency and a strong sense of connection. It is a team built on collaboration, professionalism and a shared commitment to making a positive difference.

I feel privileged to have served as CEO since the Trust's inception, and I remain deeply committed to the vision, mission and values that shape our work. We are proud to be a relationship-driven organisation, where inclusion and diversity are not just principles but are lived through our everyday interactions with pupils, staff, families and partners.

We are committed to continually improving what we do, challenging ourselves where needed, supporting others through advocacy, and always acting in the best interests of the communities we serve.

Learning sits at the heart of our Trust, for our pupils and for our staff. We believe in creating an environment where people can grow, develop and contribute meaningfully, and where everyone feels valued and supported.

If our vision and values resonate with you, we would be delighted to hear from you.

I hope to meet you soon.

Best wishes,
Andrew Buckton
CEO



About Enable Trust

Our mission is “*working together passionately to achieve the best outcomes for our specialised SEND and Alternative Provision settings*”.

Enable Trust is a specialist school and Alternative Provision (AP) Multi Academy Trust based in South Gloucestershire. We established in 2018, when our founding schools, Culverhill and New Siblands came together with a shared mission. Since then we’ve opened up Two Bridges Academy, and welcomed Pathways Learning Centre into the Trust, and we’re excited to be on track to be on a growth trajectory.

Our children and young people are at the heart of everything we do.

School	Location	Designation	Pupils
Culverhill (since inception)	Yate	Complex Learning Difficulties	163
New Siblands (since inception)	Thornbury	Profound & Multiple Learning Difficulties Severe Learning Difficulties	124
Two Bridges Academy (opened 2024)	Alveston	Profound & Multiple Learning Difficulties Severe Learning Difficulties	112
Pathways Learning Centre (joined 2025)	Downend	Alternative Provision	170
Trym Valley (opening 2029)	Southmead	Complex Learning Difficulties	164
Sandfield Academy (opening 2028)	Cheltenham	Complex Learning Difficulties	200

We are passionate about advocating for improvement within the education, healthcare and social services systems, and we work with strategic partners at national, regional and local levels to provide a strong voice for positive change.

We also offer a range of specialist outreach services which support our mainstream partners to achieve the best outcomes for their pupils.

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About New Siblands

At New Siblands School, our vision of Achievement, Belonging and Celebration is at the heart of everything we do. We are an outstanding special school for children and young people aged 2 to 19 with severe learning disabilities (SLD), profound and multiple learning disabilities (PMLD), and a range of additional needs including autism and complex medical needs. We are passionate about creating an environment where every learner feels valued, supported and able to achieve their full potential.

We recognise that every child and young person has unique strengths, interests and aspirations. Through a broad, balanced and personalised curriculum, we provide engaging learning experiences that support academic progress, communication, independence, wellbeing and life skills. Our aim is to equip learners with the skills, confidence and resilience they need for each stage of their lives and to help them become as independent as possible.

At New Siblands, relationships matter. We work closely with families, therapists, healthcare professionals and the wider community to ensure every pupil receives the support they need to thrive. Our highly skilled and committed staff team takes a holistic approach to learning and wellbeing, creating opportunities for pupils to develop meaningful relationships, communicate effectively and feel a genuine sense of belonging both within school and in their wider community.

We celebrate success in all its forms. Whether a pupil is developing a new communication skill, building independence, achieving a personal goal or preparing for adulthood, we recognise and value every step of their journey. This commitment to nurturing achievement, promoting belonging and celebrating every learner's success underpins our work every day.

Joining New Siblands School means becoming part of a warm, supportive and ambitious community, where staff work together to make a lasting difference to the lives of children and young people and where every achievement is recognised and celebrated.



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Job Profile

Job Title:	Teaching Assistant
Salary/Range:	ET Grade 8 SCP 20-24 £32,597-£35,412 FTE (pay award pending)
Hours:	Full Time 32.5 hours per week, 08:45 - 15:45 Monday to Friday, term time working only
Base:	New Siblands School in Thornbury
Responsible to:	Class Teacher
Direct Supervisory Responsibility for:	None
Important Functional Relationships: Internal/External	Other school and trust staff, parents/carers.

At New Siblands School, our Teaching Assistants play a vital role in helping pupils access learning, develop independence and achieve meaningful outcomes. Working alongside teachers and other professionals, you'll support children and young people with severe learning disabilities, profound and multiple learning disabilities, autism and complex needs to engage in learning, build confidence and thrive.

No two days are the same. You may be supporting communication, delivering learning activities, promoting independence, assisting with personal care or celebrating a breakthrough that represents a significant achievement for a pupil. Whatever the challenge, you'll be part of a dedicated team committed to helping every child and young person succeed.

This is a rewarding opportunity for someone who is compassionate, adaptable and passionate about making a difference to the lives of children and young people with complex needs.

Teaching Assistant

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Job Description

How you'll make an impact

Delivering high-quality learning and support

- Work closely with teachers to deliver engaging, personalised learning experiences that meet the individual needs of pupils
- Support the planning, delivery and evaluation of learning activities for individuals and groups
- Adapt resources, activities and approaches to maximise pupil engagement and achievement
- Promote communication, independence and participation across all areas of school life
- Observe, record and share information about pupil progress to support assessment and next steps in learning
- Contribute to creating a stimulating and purposeful learning environment

Supporting pupils to thrive

- Build positive, trusting relationships that enable pupils to feel safe, valued and successful
- Support pupils' social, emotional, physical and communication needs throughout the school day
- Encourage independence, resilience and self-confidence
- Support personal care, mobility, medical and wellbeing needs where required, following appropriate training
- Promote positive behaviour and help pupils develop skills for learning and life
- Act as a positive role model and champion inclusion at all times

Contributing to outstanding specialist provision

- Work collaboratively with teachers, therapists, families and other professionals to support pupil outcomes
- Support the preparation, organisation and maintenance of specialist resources and learning environments
- Contribute to educational visits, enrichment activities and inclusion opportunities
- Share expertise and contribute positively to team development and professional practice
- Engage fully in training and continuous professional development opportunities
- Play an active role in delivering the academy's vision of *Bridges for Learning and Shaping Lives*

Person Specification

Criteria	Essential	Desirable
Experience	• Experience of working with children or young people • Experience of supporting learning, development or wellbeing • Experience of working effectively as part of a team	• Experience within a school or educational setting • Experience supporting children and young people with SEND • Experience contributing to learning activities, interventions or assessment
Knowledge and Skills	• Ability to build positive relationships with children and young people • Strong communication and interpersonal skills • Ability to adapt support to meet individual needs • Ability to observe, record and communicate pupil progress effectively • Good organisational and ICT skills • Understanding of safeguarding, inclusion and pupil wellbeing	• Knowledge of SEND and inclusive educational practice • Knowledge of autism, communication needs or complex learning difficulties • Experience using specialist communication approaches or assistive technology



Person Specification

Criteria	Essential	Desirable
Personal Attributes	• Patient, compassionate and nurturing • Positive, resilient and adaptable • Committed to helping every pupil achieve their potential • Collaborative and supportive team member • Professional, reliable and able to maintain confidentiality • Committed to ongoing learning and development	
Qualifications	• GCSE English and Mathematics Grade 4/C or above (or equivalent)	• Level 3 Teaching Assistant qualification or equivalent • Qualification in Childcare, Education or a related field • Relevant SEND, autism, communication, safeguarding or behaviour-support training

As a growing Trust, our roles naturally evolve over time. We're looking for someone who is flexible, open to change, and keen to grow with us, making the most of professional development opportunities along the way.

This job description gives an overview of the role as we see it today, but it isn't set in stone. We'll keep it under regular review and may make changes over time, always through open conversation with the post holder. From time to time, you may also be asked to take on other reasonable duties that support the wider work of the Trust.



Recruitment Process

What you can expect from us

Inclusivity: We warmly welcome applications from under-represented groups, including those relating to ethnicity, gender, age, disability, sexual orientation or religion.

Clear information: This pack includes a Job Profile and Person Specification, including safeguarding responsibilities, so you know what to expect.

A straightforward process: Applications are completed online via Eteach, we aim to keep things simple and transparent with a single stage interview process designed to help you share your experience, skills and potential.

Open communication: We'd love you to feel informed and comfortable throughout. If you're considering applying, our Headteacher would be very happy to have an informal chat about the role and answer any questions.

Respect and fairness: We're committed to treating every candidate with honesty, professionalism and care.

Constructive feedback: We aim to provide timely, helpful feedback wherever possible.

Reassurance: We take your privacy seriously, full details can be found in our Privacy Notices on the Trust website.

How to apply

The closing date for applications is 24th September 2026 at 09:00, with interviews planned for 30th September 2026.

Applications should be made online via Eteach and completed in full, clearly demonstrating how you meet the skills and experience outlined in the Person Specification.

You can find out more about the Trust at www.enabletrust.org.uk

If you'd value an informal conversation about the role with our Headteacher at New Siblands School, please contact: Karl.Hemmings@newsiblands.org.uk

We look forward to hearing from you.



Keeping Children Safe

Enable Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Suitability to work with children and young people will form part of the selection process. Keeping children safe

You will be asked to account for any gaps or discrepancies in your employment history. Short-listed applicants will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children and young people. We will carry out online searches on all short-listed applicants, in accordance with Keeping Children Safe in Education, Part 3, Safer Recruitment.

Where given permission to do so, references will be requested for short listed candidates prior to interview. Referees will be asked about their relationship to you, your current post and salary, your performance history and conduct, any disciplinary action involving the safety and welfare of children, details of any substantiated allegations or concerns relating to the safety and welfare of children, and whether they have any concerns about your suitability to work with children.

Candidates attending an interview should expect the interview panel to explore issues relating to safeguarding, and at least one member of the panel will be trained in Safer Recruitment.

All successful applicants will be required to undergo security and vetting checks appropriate to the post, including checks with past employers and an enhanced DBS check. Applicants must be aware that it is an offence to apply for a role if barred from engaging in regulated activity relevant to children and young people