

CANDIDATE PACK

Teaching Assistant



Start date:
ASAP

Location:
Heron Road
London
SE24 0HZ

About Us

Heron Academy a SLD/ PMLD with complex needs school, committed to providing outstanding education to young people.

At Heron, we aim to enrich lives, by providing a secure, caring and supportive environment where our pupils are valued, understood, respected and challenged.

We strive to deliver a curriculum that promotes lifelong learning and stimulates pupils' creativity through specialist technology and high-quality learning experiences in school and the community.

We believe every pupil has the right to achieve their full potential, and our commitment to a strong partnership with all stakeholders is the key to this success. We welcome you on this journey as we endeavour to provide the best quality education for our pupils.





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk

Values

Heron Academy is a place where pupils flourish. We put the pupil's needs at the heart of everything we do. Providing lifelong learning opportunities for all.

Communication is at the heart of all we do, to ensure all our pupils have a voice.

Consistency creates reassurance, which provides a sense of control.

Commitment - We are here for you! Helping us stick to our goals and clarifying our vision.

Confidence helps us try again. It helps us feel ready for life's experiences.

Challenge - By challenging yourself and others, you push the boundaries of what you and they can achieve. Challenges build confidence, resilience, and motivation.

Compassion - We are kind to each other.

Job Description

Job title: Teaching Assistant

Salary: Scale 4 point 7

Contractual Hours: 35 hours

Contractual Weeks: Term Time Only

Position Status: Permanent

Reporting to: Headteacher

About our vacancy

We are seeking especially gifted and talented individuals who can bring fun and entertainment to supporting pupils' access to teaching and learning.

Our pupils present with severe and complex learning difficulties, and our ideal candidate will feel at ease working as part of a team dedicated to helping children progress across the whole curriculum.

As an integral part of a highly efficient and caring team, you will take responsibility for a range of tasks within a range of learning environments (class based, community based, sport and swimming based, and personal care).

You will be an experienced Teaching Assistant preferably with experience of working with individuals and groups of pupils with SEND; however, we are more than happy to work with you to build skills and knowledge if you possess the positive attitude and aptitude we require.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels. As all children have an EHCP and are working significantly below age-related expectations, the role is more likely to suit those who are trained/experienced within Early Years, Primary or Special settings. ECTs and those with SEN/autism experience are also welcome to apply. We operate an EYFS/Primary model of teaching up to and including Year 13 with some specialist teaching in Y10-13.

These are opportunities for teachers who actively collaborate in an ambitious team. We are particularly keen to hear from you if you have experience of delivering tailored and personalised learning programmes for children with SEND.



Job Description

We are seeking Teaching Assistants to prepare for the day ahead by:



- Supporting pupils through structured learning which includes Communication, Phonics, Numeracy for Life, Literacy for Life and a range of other subjects, using the Equals Curriculum as a starting point
- Support pupils during snack time and lunch time, including in their access to our variety of Lunch Clubs such as Sport, Music, Dance, Sensory and Reading
- To further support pupils in their access to Community Learning, Art, Independence, PE, Drama, Yoga, swimming, Enterprise, and Love of Literacy
- Capture learning highlights using Evidence for Learning, record CPOMs, and complete CPD



What a day looks like at Heron Academy

The day begins at 8.30am, and you will work with your team to ensure that the learning areas are prepared prior to the pupils' arrival. You will assist pupils in their transition from the bus to the classroom.

During the Morning Routine, you will conduct Circle Time, encourage pupils to sing and dance, and check in on their wellbeing.

Lunch time presents pupils with an opportunity to take part in sports, music, dance, sensory activities and reading. Many pupils complete their Daily Mile around the playground prior to their afternoon sessions. You'll take a 30 minute lunch break in our staff room or offsite.

In the afternoon pupils take part in Community Learning, Art, Independence, PE, Drama, Yoga, swimming, Enterprise, ending with Story Time before preparing to go home at 3.20pm. Teaching assistants then work to capture learning highlights using Evidence for Learning, record CPOMs, and complete CPD. On Wednesdays, between 3.30pm and 4pm, Whole School Training is carried out.

Whole School Assemblies take place every Friday between 2.50pm and 3.15pm, and the school day for Teaching Assistants ends at 4pm.

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes

Application

To apply for this vacancy please complete the application form, available to download from the website vacancies page, paying particular attention to the Supporting Statement section, to indicate how you satisfy the criteria set out in the Person Specification. Once you have completed this, the form should be submitted via email to melanie.hall-judd@heron.lseat.org.uk.

Alternatively, paper applications should be sent to Melanie Hall, Heron Academy Lambeth, Heron Road, Lambeth, London, SE224 0HZ. The closing date for your application is as stated above. We reserve the right to close adverts earlier than the closing date.

References will be requested for those shortlisted only and prior to interview. Only those shortlisted for interview will be contacted.

This post is considered to be a customer-facing position; as such it falls within scope of the Code of Practice on English language requirement for public sector workers. The school therefore has a statutory duty under Part 7 of the Immigration Act 2016 to ensure that post holders have a command of spoken English sufficient for the effective performance of the job requirements. The appropriate standards are set out in the person specification. These will be applied during the recruitment/selection and probationary stages.

Heron Academy is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across the school.

Heron Academy is committed to equality and diversity in employment practice and service delivery.

How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

**Closing date: 27th
February 2026**

Interviews: TBC

