

# CANDIDATE PACK

Teaching Assistant SEMH



**Start date:**  
September 2026

**Location:**  
South Gypsy Road  
Welling  
Kent  
DA16 1JB

# About Us

We are a small, specialist primary school in Bexley, providing a nurturing and supportive environment for children aged 5–11 with social, emotional and mental health (SEMH) needs.

We recognise that every child is unique, which is why we take a holistic approach to their education and wellbeing. Our dedicated team works closely with families and supporting agencies to help pupils develop confidence and essential life skills. Through high quality teaching and learning, therapeutic interventions and a focus on personal development, we support every child to progress successfully onto the next stage of their education and their lives.





# 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](https://LSEAT.co.uk)

## ASPIRE ACADEMY CORE VALUES

“We Do It The Aspire Way!”



# Job Description

**Job title: Teaching Assistant SEMH**

**Salary: H18 on the LSEAT Harmonised pay scale**

**Contractual Hours: 37 hours over 39 weeks**

**Contractual Weeks: Term Time Only**

**Position Status: 1 Year Fixed Term**

## About our vacancy

This is a truly unique and rewarding opportunity to make a lasting difference in the lives of pupils at Aspire Academy Bexley.

We are seeking to appoint enthusiastic teaching assistants to complete our team. The ideal candidate should possess excellent communication and interpersonal skills. The successful candidates will join a friendly, supportive team with opportunities for further training.

Previous experience is not essential, but we are looking for Teaching Assistants who are creative, resilient and enjoy a challenge. A caring and positive approach to working with young people from a range of backgrounds and diagnoses which include SEMH, ASD and ADHD is a must!

At Aspire Academy Bexley, we offer a bespoke programme of continuous professional development throughout the year and have a strong track record of nurturing and developing staff at every stage of their careers.

This role would particularly suit candidates with experience in primary settings or specialist provisions who are confident supporting pupils with social, emotional and mental health (SEMH) needs, including those who may have faced challenges in mainstream education.

This is an excellent opportunity for professionals who thrive in a collaborative, supportive, and forward-thinking environment, and who are passionate about helping children build resilience, confidence, and a positive relationship with learning.

We are especially keen to hear from candidates who have experience in building strong, trusting relationships with pupils, supporting behaviour and engagement, and contributing to personalised approaches that enable every child to achieve success within a nurturing specialist setting.



# Job Description

## Main purpose of the job:

To work under the instruction/guidance of the Class Teacher/Senior Leadership Team in order to:

- Support students to become independent learners
- Promote social and emotional development
- Support students' individual behaviour targets
- Support students to enable them to participate fully in the social and academic activities within the Academy

## Key responsibilities of the job holder:

- To contribute to the development and improvement of pupils' participation in learning and Academy life
- Establish constructive relationships with students and interact with them according to individual needs
- Create and maintain a purposeful, orderly and supportive environment in accordance with lesson plans
- Use strategies in liaison with the Class Teacher to support students to achieve learning goals
- Promote good student behaviour, dealing with conflict and incidents in line with established policy and encouraging students to take responsibility for their behaviour
- Establish constructive relationships with parents/carers
- Assist with the display of student' work
- To attend team meetings and participate in activities that support the senior leadership team in the maintenance of discipline and ethos
- To assist and support other members of staff to ensure the smooth running of the Academy including involvement in offsite activities



## General

- To work across the Academy as directed by the Senior Leadership Team
- To promote a high level of safeguarding understanding for all pupils
- To carry out the duties and responsibilities of the post in accordance with Aspire Academy policies and relevant to health and safety guidance and legislation
- To use IT systems as required to carry out the duties of the post in the most effective manner
- To participate in performance management and undertake training and professional development as appropriate
- To undertake other duties appropriate to the post that may reasonably be required by SLT
- To ensure that all services within the areas of responsibility are provided in accordance with Aspire Academy's commitment to high quality provision
- At all times carry out the responsibilities of the post with regard to Aspire Academy Equal opportunity policies
- Attend school-based meetings and complete relevant administrative tasks
- Be physically fit and prepared to undertake positive handling training with all staff as required by the SLT
- Be prepared to use, and support other staff, using positive handling techniques as a last resort in conflict management

The scope of this profile reflects the needs of the Academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the Academy change over time.

# General Requirements

**Safeguarding:** Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

**Equity, Diversity and Inclusion:** Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

**Health and Safety:** Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

**STARS Values:** Consistently model and promote our STARS values, contributing positively to our culture and reputation.

**Sustainability:** Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

# 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
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

# Our Values

## SUCCESS

Success is for all. We create a culture of continuous improvement, encouraging all learners and staff to strive to be better, and succeed.

## TEAMWORK

We work together to maximise the talent and abilities of all, with our learners central to every choice we make.

## ACHIEVEMENT

We have ambition for our learners and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential

## RESPECT

We empower our learners and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

## SERVICE

Our purpose is to serve our learners and our communities. Leaders at every level serve with integrity, ensuring our learners achieve and progress in society.

# 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](#).

