



Fixed Term 1:1 Teaching Assistant

Springdale First School



Location:	Springdale First School
Contract:	Fixed term until 31 st August 2027. 30.84 hours per week, term time only 39 weeks per year including inset days.
Salary:	Between £18,862 to £19,161 per annum (actual) £26,427 to £26,846 per annum full time equivalent
Application deadline:	13 th July 2026
Interview date:	16 th July 2026
Start Date:	1 st September 2026

Springdale First School is an '**outstanding**' (**Ofsted October 2024**) school, in a beautiful setting, situated in the Broadstone suburb of Poole. We are a two-form entry school for children from Reception to Year 4 (age 4+ to 9+).

Springdale is a child centred, caring school with high aspirations for all. We are outstanding in all areas because of the hard work and enthusiasm from staff, governors and children.

Our motto, "Imagine, Believe, Achieve", reflects our commitment to encouraging creativity, self-belief, and ambition in every child. As a school, we place a strong emphasis on developing confidence and independence in learning, creating a safe and inclusive environment as well as ensuring that we are preparing children for future educational success.

You will be joining a dedicated team that is passionate about making a difference. As a member of our team, you will have the opportunity to shape learning experiences that are creative, inclusive, and meaningful. We are committed to the professional development and wellbeing of our staff. We offer high-quality training, mentoring, and opportunities for career progression.

Springdale First is in the Hillary Partnership of Hamwic Education Trust (HET); a large, fast-paced multi-academy trust with currently 37 schools across the South Coast: Portsmouth, Southampton, Poole and Dorset. The Hillary Partnership is a multi-academy partnership based in Poole and Dorset. This enables us to work closely with other schools, enabling staff to develop alongside other colleagues beyond our school, sharing joint professional development opportunities and leadership networks.

Role Summary:

Springdale First School is seeking to appoint a Fixed Term 1:1 Teaching Assistant who has experience of working with children with a primary diagnosis of Autistic Spectrum Disorder (ASD) and or attachment difficulties.

Springdale First School offers delightful children who are eager to learn, a lovely working environment and a very positive and supportive staff team.

This is a fixed term contract to support the 1:1 need of a named pupil. The contract is expected to end on 31 August 2027. The role supports a specific pupil subject to annual funding. We expect this student to remain in the school for the remainder of this academic year and the next 3 academic years. However, the contract may be terminated at an earlier date, with due notice, should the needs of the pupil change or the attendance of the pupil ceases.

We are seeking a professional individual who:

- Has an understanding of the needs and challenges faced by pupils with Autistic Spectrum Disorder (ASD) and/or attachment difficulties.
- Has an understanding of the potential triggers for pupils with ASD and an understanding of ways to help individuals to self-regulate and manage their responses.
- Has knowledge and understanding of PEIC-D, would be desirable.
- Who is highly motivated, creative, enthusiastic and suitably qualified to join our team.
- Is used to working as part of a small, dedicated team together with experience of working with individual pupils and with small groups.
- Has the ability to respond to the individual learning needs of pupils, adapting times and resources as required.
- Is a responsive and reflective practitioner.
- Can be flexible and adaptable to meet the needs of the pupils.
- Has the ability to maintain accurate records of pupil progress, behaviour and interaction.
- Can participate in and contribute to whole team planning sessions.
- Can plan and lead some practical sessions in support of the pupil's learning.
- Can support pupils during regular off-site trips and visits.
- Can support pupils to develop life skills, linked to their learning (handling money; shopping etc).
- Has the ability to respond calmly and positively to potentially challenging behaviour.
- Can maintain high expectations in terms of behaviour and social interaction.
- Can maintain high expectations for learning potential and attainment.
- Can adhere to behaviour policy guidelines.
- Has a sense of humour.
- Has a commitment to supporting all pupils to achieve and thrive to the best of their ability.
- Has a willingness to undertake training linked to supporting the needs of pupils.
- Has the ability to interact with parents and families and develop positive working relationships in support of pupils.
- Is a natural multi-tasker with strong organisational and administrative skills
- Has excellent written, communication and interpersonal skills
- Is detail-oriented with a 'right first time' mindset, completing work to a high standard
- Is a self-starter who is motivated to use initiative and has a good attention to detail
- Has experience of working in an administrative role, undertaking variety of tasks

What we offer you:

- An opportunity to be part of a collaborative team with a shared vision of excellence
- A real career path in a thriving and respected organisation
- Flexible working approach, where possible
- Excellent training and development programmes and opportunities
- Eligibility to join the Local Government Pension Scheme / Teacher Pension Scheme
- Generous holiday entitlement, increasing with length of service (support staff)
- Access to our benefits portal offering a full range of discounts available through Lifestyle Savings
- Access to wellbeing support through our Employee Assistance Programme, this includes free confidential telephone and face to face counselling for employees and family members
- Access to financial wellbeing support through a company that provides comprehensive guidance on all things mortgage related
- Eligible for a Blue Light card

About Hamwic Education Trust:

HET is fully committed to developing an outstanding workforce. We are a friendly and supportive community of professionals working hard to ensure that our schools are enabling children to grow and develop for the future.

We have talented staff working in leadership, teaching and support roles throughout our schools and committed professionals working in the Managed Services team covering education, safeguarding, HR, IT, finance and estates. This experienced team supports our schools and is responsible for the successful delivery of our multi-academy trust.

As an employer, we support our staff to grow through continuing professional development and there is a range of apprenticeships and other opportunities available throughout the Trust to extend your knowledge, skills and career prospects.

HET celebrates the uniqueness of our pupils, our staff and our schools and we aim for everyone to achieve their full potential through the pathways of opportunities available.

HET recognises that by valuing and promoting equal opportunities in employment for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education and value the differences our workforce brings to HET.

Application Procedure:

If you would like to discuss the role further, please contact Mrs Tamsin Sandford by emailing hr@springdale.poole.sch.uk to arrange an informal chat or have a tour of the school. Potential candidates will be asked to bring their current school ID and/or photographic ID as proof when they visit the school for a tour.

If you wish to apply for this position, please complete an application form which can be found at [Job vacancies | Careers | Hamwic Education Trust | Multi-academy Trust](#) and return to hr@springdale.poole.sch.uk.

CV's will only be accepted along with a completed application form.

Please note, we may close the advert prior to the advertised closing date should we have sufficient applications. We strongly encourage prospective applicants to apply as soon as possible.

Hamwic Education Trust (HET) are committed to safeguarding and protecting the welfare of our pupils and we expect all staff and volunteers to share this commitment.

All posts are subject to a safer recruitment process which includes enhanced criminal record and barring checks, scrutiny of work and training history, robust referencing, and other vetting checks. Successful candidates will also be subject to online searches.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across HET.

All HET employees are required to undergo continuous professional development to maintain safe working practices and to safeguard our pupils.