



Teaching Assistant

Harefield Primary School



Location:	Harefield Primary School
Contract:	27.5 Hours (39 weeks per year) (Fixed term until 31.08.2027)
Salary:	Between £19,002 to £20,474 per annum (actual) £29,742 to £32,046 per annum full time equivalent
Application deadline:	23/10/2026
Interview date:	Wk com 2 nd November
Start Date:	As soon as possible

Harefield Primary School is a nurturing and vibrant school, serving Harefield and Bitterne, on the east side of Southampton, where the children are at the heart of all that we do.

Our values of the school – Be Aspirational, Be Safe, Be Kind - are woven through the curriculum and the wider school day, ensuring that all children are motivated, happy and secure, achieving well academically and socially.

To work at Harefield means being a crucial member of a hard-working and supportive team. We are all striving together to secure the best outcomes for all our children and to support their families throughout their primary school journey. We are working towards becoming a trauma informed school.

We are proud of our open, approachable leadership team who prioritise staff wellbeing and professional development. We understand the importance of work-life balance and strive to create a working environment that is both purposeful and positive. We invest in our team, offering opportunities for training, mentoring, and career progression.

Harefield Primary is in the Edwin Jones 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.

Role Summary:

We are looking for a caring, enthusiastic and committed Teaching Assistant to join our team and play an important role in supporting children to achieve their full potential.

Working alongside class teachers and the SENCo, you will provide support to individuals and groups of children across the curriculum, helping to create an inclusive, positive and stimulating learning environment. You will work with children with a range of academic, physical, emotional and behavioural needs, adapting your approach to ensure every child feels valued, supported and able to succeed.

You will build positive and trusting relationships with pupils, encourage independence and confidence, support learning activities and provide appropriate encouragement and guidance. You will also contribute to monitoring pupils' progress, preparing resources and supporting individual learning programmes.

The role also involves supporting the wider wellbeing of our pupils, including supervision during playtimes and lunchtimes and other school activities, and providing welfare or personal care support where required and appropriate.

We are looking for someone who is patient, nurturing and enthusiastic, with a genuine desire to make a difference to children's lives. You will need to be a strong team player, have high expectations of all pupils and be committed to promoting our inclusive school ethos.

This is an excellent opportunity for someone who is passionate about education and wants to contribute positively to the learning, development and wellbeing of children at our school.

We are seeking a professional individual who:

- Is caring, enthusiastic and approachable, with a genuine passion for supporting children to achieve their potential.
- Has a positive and nurturing approach and can build strong, trusting relationships with children.
- Is committed to supporting children's learning and development and helping every child to make progress.
- Can support children to access the curriculum through individual, small-group and whole-class activities.
- Can adapt their approach to meet the different academic, physical, social, emotional and behavioural needs of children.
- Has high expectations of children and can encourage, motivate and celebrate their achievements.
- Is patient, calm and consistent, with the ability to respond positively to a range of behaviours and individual needs.
- Has good communication skills and can work effectively with teachers, pupils, parents/carers and colleagues.
- Can work effectively as part of a team, taking direction from teachers and the SENCo while also showing initiative.
- Understands the importance of safeguarding and child protection and is committed to promoting children's welfare and wellbeing.
- Is reliable, organised and professional, with a positive and flexible approach to their work.
- Is committed to inclusion, equality and ensuring that every child feels valued and supported.
- Can always maintain confidentiality and professional boundaries.
- Is willing to contribute to the wider life and values of the school.
- Is keen to learn, develop their own practice and contribute positively to the school team.
- Has a positive attitude and is willing to go the extra mile to make a difference to children's lives and learning.

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 Paula Burgess, School Operations Manager by emailing recruitment@hpslive.net 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 recruitment@hpslive.net

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.