

Job Description

Role	Teaching Assistant (Maternity Cover)
Directorate	Residential Services
Reports to	Headteacher (Greenfields School)
Direct reports	None
Start Date	September 2026 - 9 Months

Context

We are committed to creating therapeutic environments where children and young people can have their emotional, educational and treatment needs met by experienced and informed therapeutic staff.

Our work is grounded in psychodynamic principles and we believe that a child’s difficulties are rooted predominantly in their past relationships, and that healing can happen through the building of new and safe relationships.

We therefore expect staff to engage in our iST training and support provided in order to gain an understanding of these relationships, including those with their colleagues through the use of a staff dynamic group process.

Greenfields School

All children and young people, aged 5 to 16 years, who move into one of our Kent residential homes will attend Greenfields School. We are a highly-skilled and experienced education team who are clinically trained in our model of Integrated Systemic Therapy. We have created a trauma-sensitive education model, where we provide safe, healthy, engaging, and challenging learning environments. This involves learning about each pupils’ trauma and how it affects their behaviours and capacity to learn. We have three classes that accommodate Key Stages 1-2 and four classes dedicated to KS3 and KS4. All of our classes have a maximum of four pupils with two members of staff, teaching and supporting each class.

We have intentionally created a learning atmosphere that supports each student with compassion, teaches resilience and is aspirational. Our secure attachments and trusting, safe relationships enable each student to make progress – academically, socially and emotionally. We deliver an aspirational curriculum from KS1 to KS4, offering rich and diverse experiences: trips, Carousel Days and enrichment are embedded throughout the academic year. Secure attachments are formed by our iST relational model which helps to recreate a healthy internal blueprint and in turn, enables each pupil to flourish and prosper.

Accountability

Teaching Assistants are accountable to the Teacher, Head Teacher, Deputy Headteacher and Assistant Head Teachers.

Responsibilities

- To adhere to the philosophy and work within the guidelines, policies and principles identified by Childhood First.
- To undertake iST training to learn about psychodynamic principles, our organisational relational group model and to develop your clinical practice as an educator.
- To work alongside the Classroom Teacher to assist in delivering the National Curriculum.
- To help children develop their reading, writing and numeracy skills.
- To work with individual children aiding them when undertaking tasks set by the Teacher.
- To help supervise playtimes.
- To attend and contribute to staff meetings, reflective groups, and training.
- To attend training designed to further your own skills and the collective skills of Greenfields School. These may include internal sessions and external courses.
- To help keep the learning environment tidy and implement systems for cataloguing and maintaining resources.
- To photocopy any resources, work or reports as required by the Teacher.
- To mount children's work and help display it, ensuring a bright and stimulating environment for the children.
- To prepare any work/resources for the children as directed by the Teacher.
- To contribute to the records of progress for the children in class.
- To contribute to the overall development of Greenfields School and the wider community.
- To carry out any other reasonable duties as may be assigned to you by the Head Teacher, Deputy Assistant Headteacher, Assistant Head Teachers or Teacher.

Person Specification
Teaching Assistant (Learning Support) – Maternity Cover
 Greenfields School, Kent

Education and qualifications

Requirement	Essential	Desirable
Good general level of education, including verbal and written skills.	X	
GCSE English and Maths at Grade 4 (previously C)		X

Experience

Requirement	Essential	Desirable
Experience of working with children, or/and in a school, educational setting or other capacity	X	
Understanding of child development.		X
Experience of working in a related setting with children with complex emotional needs with challenging behaviour.		X

Knowledge and skills

Requirement	Essential	Desirable
Ability to communicate in an open and positive manner.	X	
Ability to deal sympathetically and empathetically with emotionally fragile and traumatised young people.	X	
To be child-focused.	X	
Commitment to participate in, and support the work of the community in meeting the treatment aims of the child.	X	
Ability to manage the physical and emotional demands of the work*	X	
Ability to take responsibility for own personal development.		X
Experience of de-escalation		X
An understanding of the physical, intellectual, emotional and social needs of children.	X	
Knowledge and understanding of the issues faced by children with SEN and or SEMH.		X

Other

Requirement	Essential	Desirable
Must have a full driving licence and be able to drive between school sites.	X	
Enthusiastic.	X	
Reliable and self-reliant.	X	
Aware of own sensitivities and weaknesses and able to acknowledge these when appropriate.		X

* Reasonable adjustments for disabled applicants will be considered

Additional information

This section is for guidance only and is subject to change without notice. It provides information about some of the important terms of employment you may want to consider and well as the benefits package we typically offer.

Hours of work

Part-time, 22.5 hours per week. Term time only Tuesday to Thursday 9am–5pm.

Pensions

You will be automatically enrolled in to the Childhood First Group Personal Pension Scheme pension at the minimum employee contribution 5% as set by legislation or scheme rules (whichever is the higher) when you meet the criteria set by pension legalisation.

You may increase your pension contribution to any percentage you choose. The organisation will match your contributions to a maximum of 6%.

Help with health costs

We provide a 'health cash back scheme' via an insurance provider. If you incur every day medical costs such as dentist checkups, eye checks, physio you can submit receipts to the provider and get some money back. The scheme offers around £60 a year for each of the medical cost types.

Life assurance

We provide a life assurance scheme that provides 3 times your salary should you die to the person/s you nominate.

Safeguarding Children: Information for employment candidates

Safeguarding and Promoting Welfare

Childhood First is committed at every level to safeguarding and promoting children's welfare. We take seriously our duty to protect every child from abuse and maltreatment and to prevent impairment of children's health or development.

The safeguarding and welfare of the children is considered within the context of their relationships with others and from within a culture of listening to, and engaging in dialogue with children and seeking their views about all aspects of their lives and their care

Child Protection is a part of safeguarding and promoting welfare. We understand it as the activity undertaken to protect specific children who are suffering, or are at risk of suffering, significant harm. Children who receive a service from Childhood First have suffered significant harm or have been at risk of doing so and remain vulnerable especially as children who live away from home.

Working together to Safeguard Children 2018

All Childhood First policies are written in accordance with the relevant key legislation. The Safeguarding and child protection policies are written with particular reference to Working Together to Safeguard Children 2018. All Directors and senior staff within the organisation are aware of the importance of this document and guided to use it with their staff teams.

Accountability

Childhood First has a clear line of accountability in each of its services up to the Director/Registered Manager of the service. Each Director is line managed by the Chief Executive (also the Responsible Individual for the organisation). The Executive is accountable to the Board of Trustees.

Every member of the organisation has a duty to report Safeguarding/Child Protection concerns to their line manager or the community designated safeguarding lead. Immediate steps must be taken to prevent the child from harm or further harm. These should be agreed with the most senior person available. It is the responsibility of the Registered Manager or Responsible Person (or the designated safeguarding lead) to inform statutory agencies who may instigate a Child Protection investigation. This will include the child's social worker and parents (Where appropriate); the police as necessary; and the Local safeguarding Children Board MASH team within the host authority.

The ongoing systems of training, supervision, and consultancy, in group forums and individual sessions, work together to ensure that all employees of Childhood First are clear about their responsibility to work together to safeguard children. These systems ensure that all remain aware of policy and practice areas which impact on our joint ability to safeguard children. All staff are reminded that they must remain alert to the potential indicators of abuse or neglect and to the risks that individual abusers, or potential abusers, may pose to children this includes other children or young people living in the home and perpetrators external to the home.

Inter-agency working

Childhood First is committed to working in partnership with local authorities and other agencies to safeguard and protect children from abuse. Good inter-agency co-operation and communication are the essential bases for carrying out child

care and safeguarding children. We co-operate with all statutory and other professional agencies in the spirit of protecting children.

Safeguarding and Child Protection procedures in each place of work are consistent with local policies and agreed with the Local Safeguarding Children Board. The Registered Manager of each facility will ensure that all staff have access to these procedures and are provided with regular Safeguarding/Child Protection training commensurate with their role. All induction training includes Safeguarding.

Events and Notifications under Regulation 30 of Children's Homes Regulations are sent to Ofsted as well as to the Chief Executive and (Responsible Person) and the organisations designated safeguarding lead.

Local Children's Safeguarding Boards

Local Children's Safeguarding Boards are the key statutory mechanisms for ensuring safeguarding and protection of children. Their roles include agreeing how relevant organisations (like Local Authorities, providers of residential care like ours) will co-operate to do this and ensuring effectiveness including training and increasing understanding of Safeguarding issues. It is their job to ensure that children and adults know who to contact if they have a concern that a child is being harmed.

Recruitment and HR procedures

Childhood First has comprehensive recruitment and selection procedures, as an organisation we follow safer recruitment guidelines to ensure that our children and young people are safeguarded we then provide supervision/ appraisal and continued CPD to ensure all of our staff develop in their roles to provide the high standards of service delivery, disciplinary and whistleblowing procedures which must be complied with at all times.

Training

All staff members undertake appropriate Safeguarding training starting at basic induction, and including refresher training at regular intervals. The training includes an awareness regarding CSE and the radicalisation of children and young people, regular refreshers provide a continued update to reflect changes in guidance, policy and legislation.

Recruitment of ex-offenders

1. As an organisation using the Disclosure and Barring Service (DBS) Disclosure service to assess applicants' suitability for working with vulnerable children, Childhood First complies fully with the DBS Code of Practice and undertakes to treat all applicants fairly. We undertake not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
2. We are committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
3. This written policy on the recruitment of ex-offenders is made available to all Disclosure applicants at the outset of the recruitment process.
4. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
5. Because of the nature of our work Enhanced Disclosure is required for most positions. For ancillary posts at residential children's homes Standard Disclosure is required. All application forms and recruitment briefs will contain a statement that a Disclosure will be requested in the event of an individual being offered the position.
6. Where a Disclosure is to form part of the recruitment process, all applicants called for interview will be asked to provide details of their criminal record. We request that this information is sent under separate, confidential cover, to a designated person within the Foundation, and we guarantee that this information is only seen by those who need to see it as part of the recruitment process.
7. We will only request information about 'spent' convictions from applicants for posts covered by the Rehabilitation of Offenders Act (Exemptions Order 1975).
8. We ensure that everyone who is involved in the selection process has been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
9. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
10. We make every subject of a DBS Disclosure aware of the existence of the DBS Code of Practice and make a copy available on request.

11. We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

Disqualification for Caring for Children Regulations 1991, Amendments Regulations 1997

These regulations set out the conditions under which an individual can become disqualified for caring for children. No person disqualified from caring for children is permitted to work with children without written consent from the Secretary of State. In addition to our own checks about whether employees are disqualified we also require a declaration from individuals who are invited for interview that they have not been disqualified.

The conditions which would disqualify an individual include:

- being convicted of or cautioned for certain offences. A list of the offences (known as Schedule 2) is available from Childhood First.
- circumstances where a child of the individual has been the subject of a care order, or where an order has been made to remove a child from the individual's care or to prevent a child living with the individual
- where an individual has been involved with a home which has been removed from the register, or refused registration
- where an individual has been prohibited from being a private foster parent, has been removed from the register of child minders or day care providers or has had such registration refused.

