



Cobham Primary School

Job Advert: Teaching Assistant

At Cobham, we exist to broaden the horizons of every child, so that any door is open to them. We are looking for an experienced, resilient and dedicated SEND-specialist Teaching Assistant to make a difference to our most vulnerable pupils.

Why Work with Us?

- **Make a difference:** Our children with SEND make the best progress in the school and we pride ourselves on ensuring our children with SEND achieve beyond their expectations.
- **A strong team:** We are a strong, aligned team with a clear culture of open and honest mutual accountability.
- **A values-driven team:** Our values are much more than words to us and we actively live them every day. Our Beacon values are Belonging, Excellence, Aspiration, Courage, Ownership, and Nurture.
- **An inclusion-focused school:** Our most vulnerable children are at the heart of a whole-school inclusive culture and we know that the teaching assistants who work with them are some of the most important people in the team. We support them accordingly.
- **Learn and grow:** Cobham is committed to innovative, evidence-informed teaching and inclusive practice. We have a strong professional development curriculum for all staff.

Your Role:

Our aspiration is that all children experience the same high-quality education at Cobham. Some of our children need more support to do so and we provide tailored curriculum and guidance through our Harbour provision and 1:1 team. The team work as a unit towards children's individual targets, all of which are aimed at maximising access to the core education of the school. This role provides both 1:1 support and small-group provision, typically focused on meeting the Early Learning Goals through continuous provision and targeted intervention.

We are currently looking for a Teaching Assistant with experience of, and/or interest in developing experience of, Speech and Language Interventions across the school.

This is a vital and collaborative role that works with an incredible team.

Job Description: Teaching Assistant

Purpose of the Role

To support high-quality teaching and learning, ensuring every child achieves beyond their expectations through inclusive and ambitious practice.

Key Responsibilities – all Teaching Assistants

- Build belonging by providing exceptional care to every child, maintaining high expectations for all
- Working with teachers to plan children's daily support
- Ensure excellence by developing foundational skills in communication, personal and physical development
- Model aspirational vocabulary and language
- Be courageous in stretching children to achieve increasing independence
- Develop pupil's ownership by providing consistent and caring feedback
- Nurture knowledge development and progress by asking questions and scaffolding work

Key Responsibilities – SEND Teaching Assistants

- Build belonging by prioritising inclusion across the school and maintaining equally high expectations for every child
- Ensure excellence by working closely with the team and specialists to deliver up-to-date, evidence-informed support in line with the plan-assess-review cycle
- Keep aspiration at the heart of planning and delivery, especially for pupils with low self-belief
- Show courage in managing challenging behaviour and situations
- Develop ownership with the SEND and school teams to support one another in delivering exceptional progress for all
- Nurture the personal, physical and social development of children as well as their academic progress

Key Responsibilities – expert Teaching Assistants

- Build belonging through consistent routines and a calm, purposeful environment
- Demonstrate excellence by accessing and digesting planning and resources ahead of delivery
- Model aspiration by showing children what a high standard of work looks like
- Encourage courageous thinking by using metacognitive strategies such as self-scaffolding, prompting, clueing, modelling and correcting

- Take ownership of pupil progress, by keeping track of the progress of pupils with SEND and their goals over time; communicate progress with the class and SEND teams
- Nurture long-term progress by sharing observations and ideas with the teaching team

What We're Looking For

Personal qualities:

- Be respectful: Understand that everyone at Cobham brings their best to the role and treat one another accordingly. Respect the differences within our school community and ensure everyone is valued.
- Be responsible: Understand and live the school's Beacon values and staff code of conduct, including professional behaviour and standards.
- Be ready to learn: Commit to ongoing professional and personal development in service of our most vulnerable children.

Experience and capabilities:

- Experience working in SEND provision, such as specialist provisions or special schools
- Experience working with a variety of additional needs, including autism, avoidant profiles, social and communication need and emotional support need
- Interest in delivering whole-school SALT support (desirable experience and training in SALT interventions)
- Understanding of a range of de-escalation strategies
- Ability to manage challenging behaviour as part of a team
- Proactive in communicating with team members, including TAs, teachers and SENCO
- Willingness to work flexibly and adapt to the needs of children and the school
- Experience working with children with demand-avoidant profiles
- Must be a team player – the SEND team provide incredible support to one another and need to be able to tag-team pupil support on the most challenging days

How to apply:

- Submit your application via Kent Teach by Monday 15th June.
- Interviews will be held on the morning of Tuesday 23rd June.