



Sept 2025 P/T Learning Support Assistants – Fixed Term

Hants Role Profile LSA1 (B Grade)
16.25 – 27.75hrs

Gull Coppice
Whiteley
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Headteacher: Mrs Lesley Pennington

Deputy Headteacher: Ms Kate Bolton

Whiteley Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Criminal Records Bureau checks along with other relevant employment checks.

Thank you for your interest in the current staff vacancies at Whiteley Primary School.

Context of the school

Whiteley Primary School initially opened in temporary accommodation in September 1997. We moved into the new school building in February 1999 and the accelerated growth in numbers of families to the area caused the school to be extended from a 2-form entry to a 3-form entry primary school. The school is well regarded by the community and now has 630 pupils on roll – it is oversubscribed with waiting lists in most year groups. The school has below average numbers of pupils in receipt of pupil premium and low numbers of pupils with SEN. In 2020, Whiteley Primary School was runner up for the NASEN Primary Provision award in recognition of our inclusive approach.

At our last inspection in July 2024, Whiteley Primary School was graded as ‘Outstanding’ in all areas of the inspection.

Vacancy Details

We are seeking to build our team of Learning Support Assistants to work with pupils who require high levels of adult support to enable them to be successful within the school environment. This work will primarily involve 1:1 support with pupils who have an Education Health Care Plan (EHCP) or whom are awaiting assessment.

We are looking to build our team of LSAs from Sept 2025 and the positions will run as a minimum to August 2026. Positions are fixed term initially as they are dependent on EHCP funding – however, as a large school, fixed term positions are frequently renewed or made permanent if other children with high needs join the school.

Within our school, pupils who require considerable 1:1 support have more than one adult with whom they work regularly. We find this beneficial both to the pupils who do not become over-reliant on one person and who can benefit from the strengths of different staff members, and also to staff who have greater variety in their role. As an organisation, it is also useful for us to have several people who have received specific training and with expertise to manage specific needs so that in the case of staff absence, we are able to offer appropriate continuity for pupils. Close team-working and strong communication is therefore vital to the role.

Hours for the position will be discussed at interview as we have some flexibility. Ideally candidates will be available to work over 5 days – Monday-Friday, but we are open to job share for a suitably experienced/skilled candidate. Please state clearly on your application form if you are only interested in a morning/afternoon position, if you have minimum/maximum hours/days you would be available for, or if you are particularly hoping for a job-share role.

For these roles, we welcome those with experience of either KS1 or KS2 as there is some flexibility for where staff would be placed. One position will be supporting a child in Y5, but we also have some timetabling ‘gaps’ in KS1/lower KS2. Please note, successful candidates will need to have an appreciation of the benefits and rewards that working 1:1 with a pupil can bring, and the resilience to overcome challenges within the supportive team that we provide. Knowledge and experience of co-regulation will be an advantage.

Please note that some of our EHCP children require manual handling (lifting) and /or intimate care/toileting (specific training will be provided if necessary).

The Deputy Headteacher/Inclusion Manager oversees all vulnerable groups across the school, including SEN, and oversees the work of the classroom support team. However, all LSAs are provided with a teacher line manager within the year groups where they work. All staff have access to CPD which is appropriate for their role and stage of career, and the phase leaders/

Whiteley/school pool/ job vacancies/1:1 LSA position job details

Inclusion Manager encourage staff to share their expertise and develop areas of interest within their role.

We believe that there is a strong team spirit within the school. The staff have proven to be talented individuals with a strong sense of commitment to the school. We are keen to develop a team approach in all that we do and welcome new ideas and initiatives from all staff members as they have joined us.

Application Process

We will be pleased to receive applications from candidates who first and foremost are committed to working alongside the Headteacher and other staff to ensure that the vision for the school is met. The successful candidate(s) will become part of an enthusiastic and energetic team, all of whom believe in high expectations and achievement for their pupils. Visits to the school are welcomed and can be arranged with the Headteacher or DHT/Inclusion manager – please contact the school office if you would like to make an appointment.

To help in the short- listing process, letters of application should **clearly address the person specification** and include the following:

- **how your previous training and experience have prepared you for this post;**
- **why you are interested in this position;**
- **how flexible you are regarding hours (mornings/afternoons/days etc).**

The closing date for applications is **Weds 25th June at noon**. Interviews are to be held the following week. If you do not hear from us by Fri 27th June, please presume that you have been unsuccessful in this instance.