

STAFF RECRUITMENT PACK



Violet Road, Southampton SO16 3GJ



023 8032 3111



cantell.co.uk



info@cantell.co.uk

From The Head

Thank you for your interest in joining **Cantell School**, part of the Aspire Community Trust.

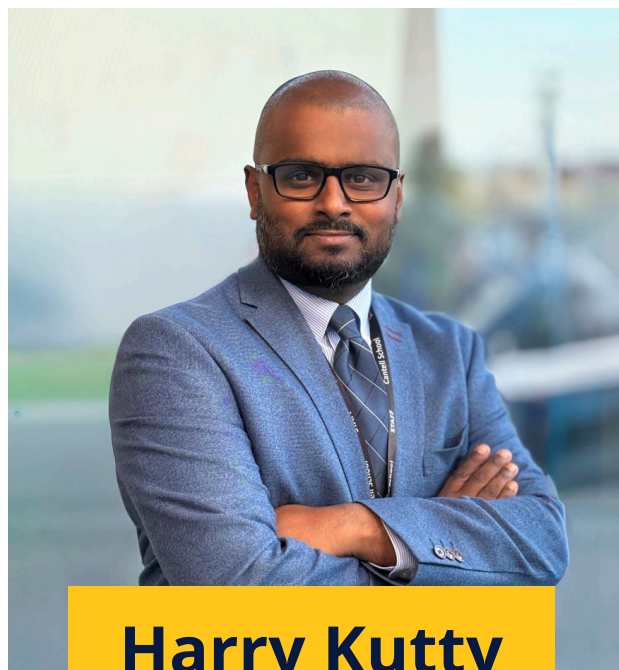
We're delighted you're considering a role with us and the opportunity to support the success, wellbeing, and aspirations of our young people.

At Cantell, we often speak about the Cantell Family and it truly reflects the warmth, pride, and sense of belonging across our school. Students, staff, and families form a diverse, supportive community where everyone is valued and encouraged to thrive.

We are proud of our dedicated and talented staff, supported by leaders who model servant leadership - empowering others and leading with integrity and ambition. This creates a positive, trusted environment where people feel energised and proud to belong.

With over 1,300 students and 180 staff, Cantell continues to grow as a school of choice. Strong relationships are at the heart of everything we do, with families valuing not only outcomes but the care and respect behind them.

We are looking for a committed, forward-thinking individual who shares our values and wants to make a real difference in young people's lives.



Harry Kutty
Headteacher

Most importantly, we are looking for someone who:

- Demonstrates professionalism, empathy, and integrity
- Is motivated by making a positive difference
- Thrives in a diverse, dynamic, and collaborative school
- Embraces and contributes to our long-term development
- Brings flexibility, initiative, and a willingness to support across the school

If you share our values, we would love to hear from you. You're warmly invited to get in touch or arrange a visit.

Thank you for considering Cantell School - we look forward to welcoming you!

Our School Vision



We are proud to be a heavily oversubscribed, inclusive comprehensive school with a student body that reflects the wonderfully diverse and vibrant local community.

What makes us stand out in the crowd is the strength of relationships between our diverse student and staff body. It is one of the reasons why Cantell is a great place for students to learn and staff to work!

At Cantell, our values, the **Cantell Cs**: Challenge, Creativity, Commitment, Cooperation, and Courtesy shape the way our community works together.

Our staff work tirelessly to ensure that learning takes place in a culture of mutual respect and understanding. They go above and beyond every day to provide the best for our students, a commitment that has only strengthened through the COVID-19 pandemic, bringing us closer together as a family.

At Cantell, we are very clear that students only get one chance at their education. We know and understand that it is our moral imperative to turn that chance into a pathway to success, and our broad and balanced curriculum supports us to achieve this aim. This is complemented by our wide range of extracurricular clubs, and array of trips and visits, which ensure our students make memories and friendships for a lifetime.



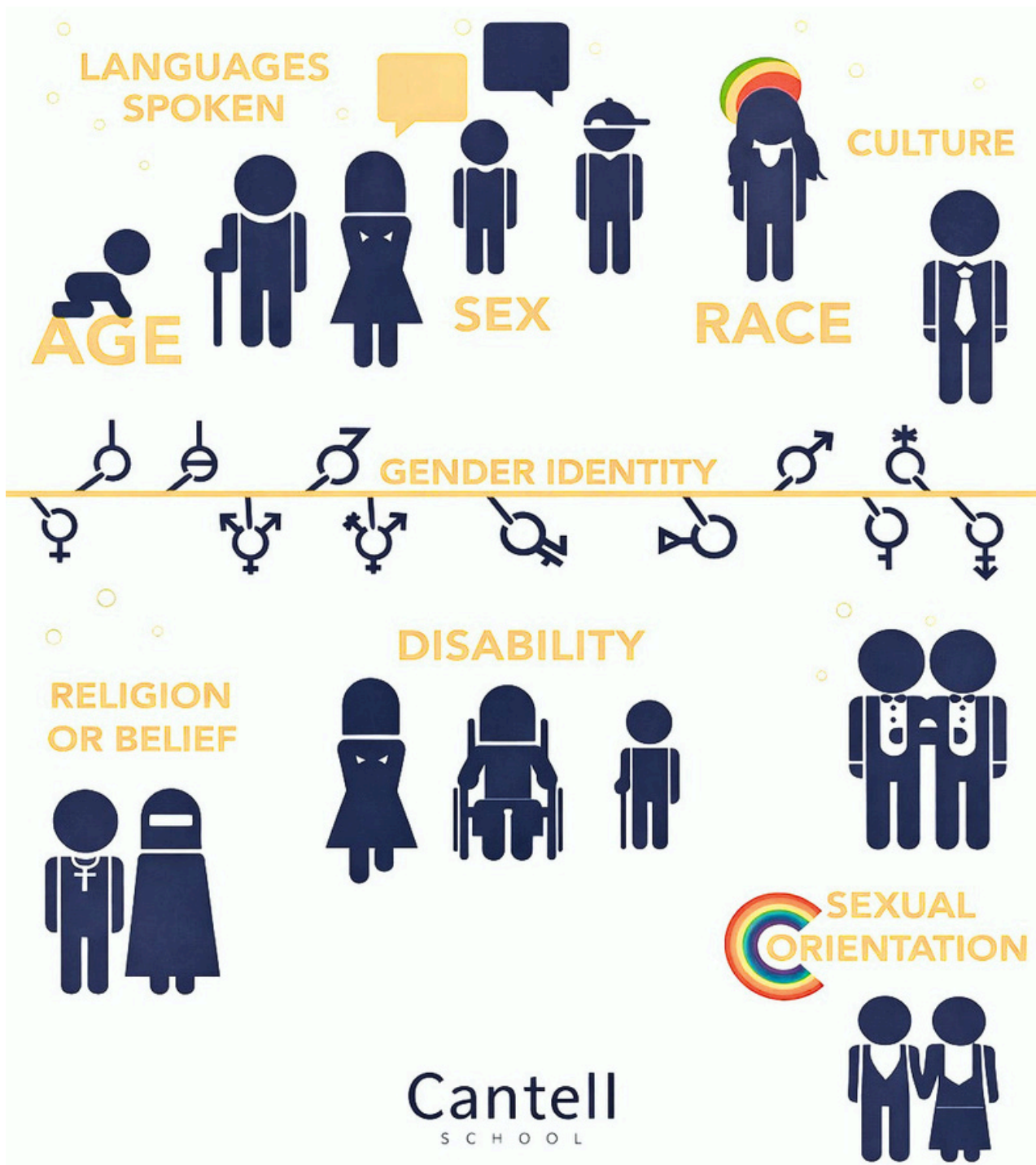
*Cantell encourages us
to believe we can
succeed.*



COURTESY

At Cantell our Golden C is Courtesy - we show manners and respect towards others even if they are different to us.

We respect others regardless of their...



Ofsted Inspection

Ofsted rated Cantell School **Outstanding** in all areas following its inspection in **March 2024**. Inspectors recognised the school's ambitious and carefully sequenced curriculum, which reflects very high expectations for all pupils and supports strong outcomes across subjects. Behaviour and attitudes were judged to be exemplary, with disruption to learning described as exceptionally rare.

The inspection also highlighted Cantell's inclusive and positive school culture, where pupils are **exceptionally proud to be part of the Cantell family**. Leaders were praised for their highly effective leadership and management. Ofsted noted that pupils are very **well prepared for their future education, employment and life in modern Britain**.



School report



Inspection of Cantell School

Violet Road, Bassett, Southampton, Hampshire SO16 3GJ

Inspection dates:

26 and 27 March 2024

Overall effectiveness

Outstanding

The quality of education

Outstanding

Behaviour and attitudes

Outstanding

Personal development

Outstanding

Leadership and management

Outstanding

Previous inspection grade

Good

About Aspire Community Trust



Cantell School is a proud member of the Aspire Community Trust. It enables us to collaborate and share good practice with a number of other schools, whilst retaining our own identity and autonomy.

Dear potential colleague,

Aspire Community Trust

The Aspire Community Trust was set up in 2017. It is a co-operative trust, which means that our family of schools all have their own ethos, governing body and headteacher. We choose to work together because we are all stronger when we share resources, expertise and ideas.

We are a diverse family!

- Bassett Green Primary School
- Bevois Town Primary School
- Cantell Secondary School
- Highfield Church of England School
- Mansbridge Primary School
- Maytree Infants and Nursery School
- Mount Pleasant Junior School
- Swaythling Primary School
- Vermont Special School

Working together has enabled us to set up curriculum network groups to map progression from EYFS to GCSE in all subjects of the National Curriculum. We have a SENCo group who work together to share good practice, a Business Managers group to look at joint procurement and secure best value in these challenging financial times. We have a DSL group who meet to ensure we are meeting all the challenges that the rapidly evolving safeguarding remit presents us with.

Come and join our vibrant family of schools and secure a better future for all our children.

J Draper, H Kutty co- chairs, Aspire Community Trust.

Job Description

Teaching Assistant – in-class support SEND (Special Educational Needs and Description)

Salary Range: Grade 6

Responsible to: Under the day-to-day management and leadership of the SENCo

Key Responsibility: To assist in the support of SEN students within the School by supporting the work of the SEN team, subject teachers and support staff.

The person appointed will perform the following key roles:

- To provide in class support for students with additional learning needs
- To supervise classes under guidance for short periods of time if required
- To be familiar with a range of teaching resources and strategies suitable for the needs of individuals or small groups and to use them effectively.
- To personalise teaching resources and strategies to meet the needs of an individual or a small group.
- To assist, when required with SEN students, on arrival and departure from school.
- To liaise with the SEN team, subject teachers and the Pastoral team regarding progress made, problems arising, and any difficulties with accessing work and/or resources.
- To assist in the compilation of student records and reports as required.
- To be familiar with a range of behaviour management strategies, and to actively support teachers in behaviour management and be able to reinforce agreed rules in working with students.
- To work effectively, as part of the SEN team and with other teaching staff in addressing the additional needs of students in mainstream, as directed by the SENCo.
- To act upon guidance provided by members of the SEN team and other professionals.
- To attend student review meetings when requested.
- To work within the performance management process of the School, to evaluate performance and take full advantage of the training and development available.
- To assist on school visits and activities, and attend staff meetings as required.
- To invigilate examinations
- To carry out student supervision duties immediately before school, at break and lunchtime and immediately after school
- To support with the day-to-day supervision and support for students who are out of lessons for a period of time due to extended absence, anxiety or learning needs
- Other duties as reasonably assigned by the Headteacher and the SENCo.

All post holders are expected to support the school's aims, familiarise themselves with school policies and procedures and to reinforce these with students, parent and clients where appropriate.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check.

Person Specification



Essential	Desirable
Appropriate academic qualifications to at least GCSE/GCE standard or equivalent.	Higher Level Teaching Assistant qualification or equivalent experience.
Ability to encourage learning and motivate young people in their studies by building positive relationships.	Successful experience of working with young people.
Good Literacy and ICT skills.	Proficient in the use of word processing, spreadsheet, database packages, e-mail and the internet with the ability to respond to training.
An interest in working with young people from various cultural and religious backgrounds.	Experience of working with people with limited English proficiency.
Experience of working with people with limited English proficiency. High levels of tact, diplomacy, discretion and ability to demonstrate absolute respect for the confidentiality of information gained as a result of working within a school environment.	Experience of working in a highly confidential environment.
Self-motivated and committed to self-development.	Evidence of recent relevant professional development.
Excellent interpersonal, written and oral communication skills with the ability to communicate effectively with young people, staff, parents and members of the public.	Experience of working effectively with the public, students, community environment or customer focused environment.
Calm and adaptable with an ability to work within a flexible and busy environment.	Recent experience of a multi tasking role.
Experience within a workplace or other appropriate environment.	Evidence of having worked as part of a team within a work place environment.

The successful candidate will be a team member who is discrete and efficient with a sense of humour.

All staff appointed to Cantell are expected to be committed to supporting the school's aims.

STAFF BENEFITS



**FREE ONSITE
HEALTH SUITE**



**CAREER
PROGRESSION
AND CPD
TRAINING**

**EDUCATION SUPPORT
EMPLOYEE ASSISTANCE
PROGRAMME**

**A SCHOOL ENVIRONMENT
RATED OUTSTANDING
BY OFSTED**



**CYCLE
SCHEME
INCENTIVE**



**FREE ONSITE
PARKING**



**WELLBEING
INITIATIVES**



**ADVANTAGEOUS
PENSION PLAN**



**DISCOUNTED
SHOPPING**



**HOME & TECH
DISCOUNT
SCHEME**

What Our Staff Say



Dr J Tait

Teacher

"I've always enjoyed feeling like teaching at Cantell is a team effort with the students, and how engaged and questioning they can be. It makes me feel really encouraged to see how their interests grow, and to know that I'll always get feedback from them to help, so I know what works for them and to help me make sure they achieve their best."



Mrs E Breckenridge

Teacher

"Working at Cantell is rewarding because the high standard of teaching inspires me, and the supportive management make me feel valued."



Mr C McCormack

Teaching Assistant (SEN)

"Since starting at Cantell (September, 2025), I have been welcomed and supported by staff members, both inside and outside of the department. At Cantell, the commitment towards learning and support of the pupils is paramount. This can be seen throughout the school. It makes for a rewarding and positive environment to work in."



Mrs L Mayo

Teaching Assistant

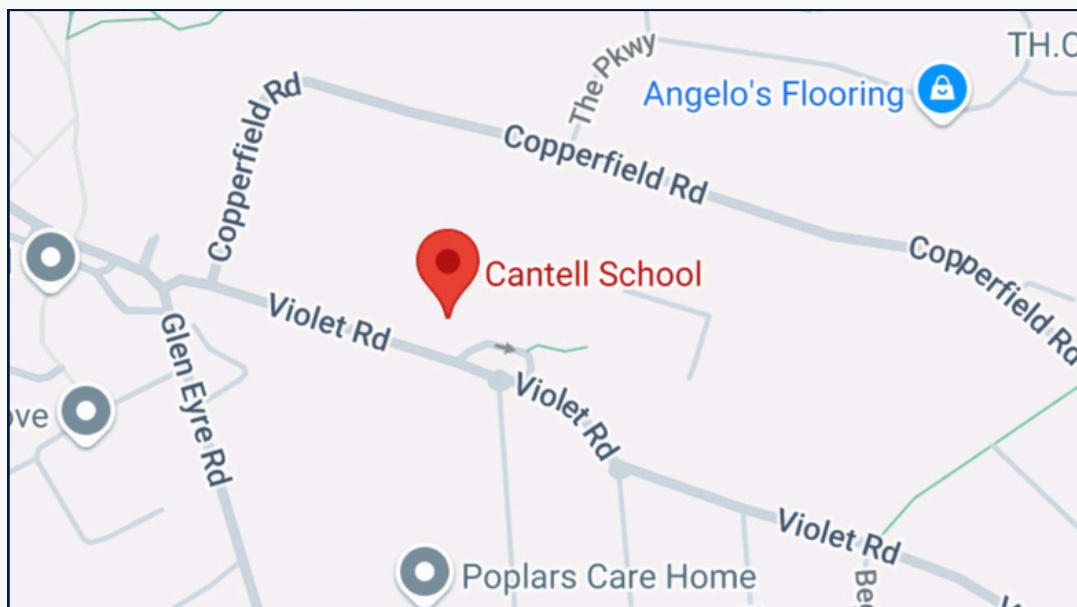
"Working at Cantell is hugely rewarding. To be part of an incredible team where we are respected and supported makes staff feel like they are valued both professionally and as individuals."

How To Apply

If you believe you hold the experience and qualities required for the role, please see our website for an application form www.cantell.co.uk. Alternatively, please contact a member of the HR team by email recruitment@cantell.co.uk.

We reserve the right to appoint a person ahead of the closing date, should a candidate be found before the closing date as advertised.

How To Find Us

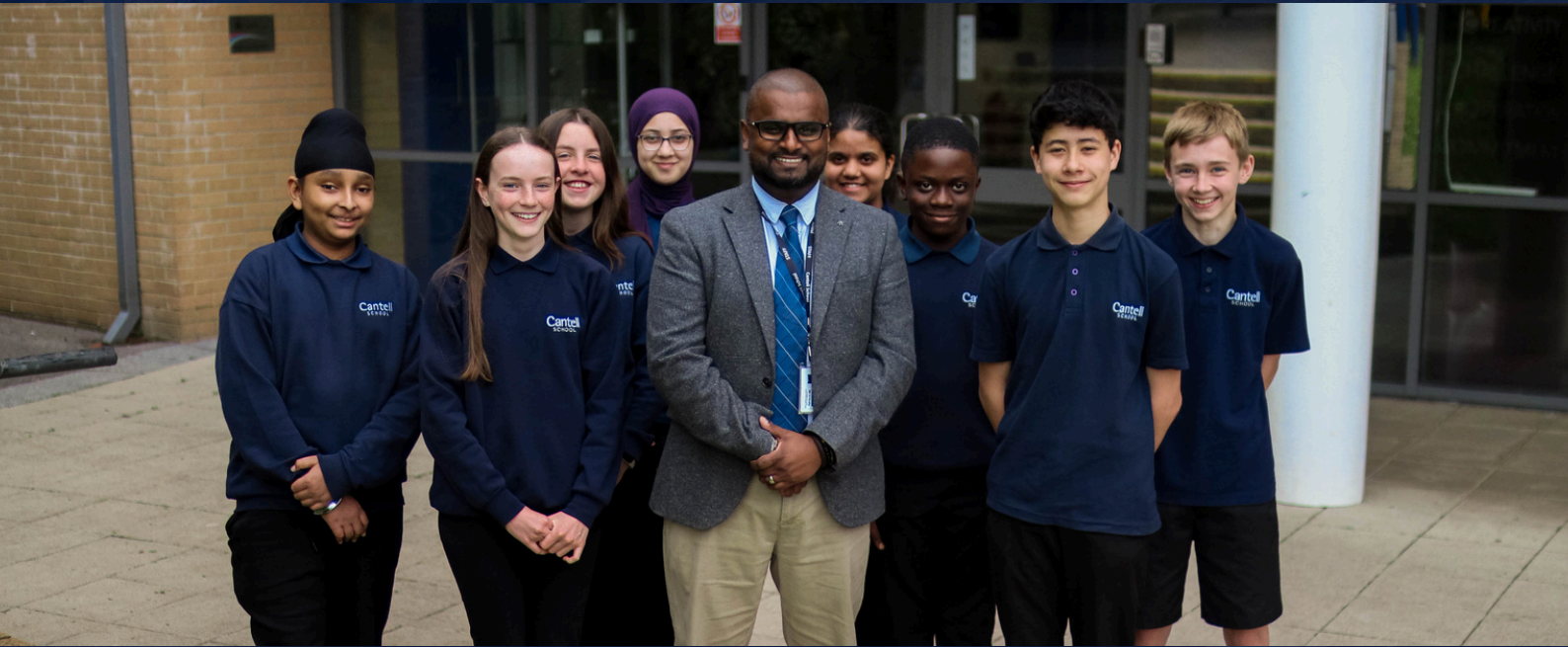


Cantell School
Violet Road
Southampton
SO16 3GJ

***Road restrictions along Violet Road between the hours
of 8am-9.30am and 2.15pm and 3.45pm.***

Cantell

SCHOOL



CONTACT INFORMATION



recruitment@cantell.co.uk



023 8032 3111



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