

Special School Assistant – Permanent, Full Time

School Name	Springwell School
Job Title	Special School Assistant
Salary	Grade 6, SCP 12 - 17 Full Time Actual Min £20,112 to Max £22,299 pa Scale point dependent upon length of service/experience
Hours	Full time - 30 hours per week All posts are permanent, Term Time only
Start Date	As soon as possible
Closing Date	9am, Monday 24 th November 2025
Shortlisting date	Monday 24 th November 2025
Interview Dates	Friday 28 th November 2025

Working with young people can be one of the most rewarding and satisfying jobs. It can be hard and resilience must be high, but building these relationships with young people, being their constant and believing in their value can significantly change their future - the rewards will certainly outweigh the challenges!

Springwell School is located on the edge of the city of Southampton in Thornhill. We are a large, designated day special school for children aged from 4 - 11 years with complex learning difficulties including speech and language disorders, autism and challenging behaviours.

The school encourages a supportive and positive learning ethos that enables both staff and pupils to work and learn together to develop their full potential, providing the highest possible standards of education and support to children, families and staff.

We are looking to recruit to a number of full time Special School Assistant roles across all key stages who are committed, motivational and have the enthusiasm to make a difference to our pupils' lives.

In our most recent published Ofsted inspection report (June 2023), we are exceptionally proud to be maintaining our Outstanding rating for the 4th consecutive time with Ofsted commenting, 'Staff are proud to work in the school. One said, 'We're a really strong team'. They feel that leaders are thoughtful about workload and responsive to feedback.'

No two days are ever the same, sometimes they are challenging, but always positive!

What can we offer you?

- Competitive salary with regular salary progression
- Opportunities for CPD
- Free on-site parking
- Pension Scheme
- Support and training
- Monday – Friday working pattern
- Excellent development opportunities to grow within a positive and supportive team
- Employee Assistance Programme
- Mental Health and Wellbeing Support

Your contribution

- support and motivate the children and encourage independent learning
- to contribute, monitor and record pupils progress
- encourage and support good behaviour acting as a positive role model
- is able to deal with challenging behaviour and provide welfare support in accordance with school policies
- provide welfare support to the children such as basic first aid and attending to personal hygiene needs
- to develop knowledge and understanding of specific academic, physical, behavioural and emotional needs of individuals and groups



What will you need?

- previous experience of working with children within a school setting is desirable
- proven teaching strategies such as PECS
- Excellent communication skills
- ability to liaise with staff at all levels
- have enthusiasm, reliability and resilience
- strong sense of team work
- Understand the importance of confidentiality and safeguarding

Please refer to the Job Description and Person Specification for the full responsibilities of this role and knowledge required.

Working pattern – 30 Hours pw

Monday & Friday: 8:45 am – 3:15 pm

Tuesday, Wednesday & Thursday: 8:55 am – 3:15 pm

How to apply

To apply, please complete the application form on www.springwellschool.net and return to Rachel Ambrey, HR Lead, by email to recruitment@springwellschool.net. Alternatively, please post your completed application to HR at Springwell School, Hinkler Road, Thornhill, Southampton, SO19 6DH. We do not accept CV's.

Interview process

If successfully shortlisted, you will complete an observation in class prior to a 2 panel, face to face interview.

Safeguarding

Springwell School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process including an enhanced disclosure and barring service check and a full online check of social media platforms as per the updated guidance in KCSIE 2022.

If you have not heard from us by Wednesday 26th November 2025, then unfortunately on this occasion you have not been successfully shortlisted for interview.

Please note that we reserve the right to close a vacancy earlier than the advertised date if we receive applications that meet the criteria. We may also interview candidates at a mutually convenient time before the closing date, so please submit your application as soon as possible to avoid disappointment.

