

PERINS SCHOOL

INCLUSION SUPPORT ASSISTANT

JOIN OUR TEAM

Post Title: Inclusion Support Assistant
Contract Type: Permanent (Term time only, 38 weeks per year)
Reporting to: The Junction Unit Lead
Salary Range: £26,018 - £27,111 pro rata per annum (actual salary £21,685 - £22,596 pa)



ROLE PROFILE

We are seeking a compassionate, resilient, and enthusiastic Inclusion Support Assistant to join our dedicated Inclusion team within our specialist SEMH (Social, Emotional and Mental Health) provision.

This is a rewarding opportunity to make a genuine impact on the lives of young people who face significant challenges in mainstream education. As Inclusion Support Assistant, you will support pupils both in and out of the classroom, helping them to engage with learning, build emotional regulation skills, and achieve personal and academic success.

This could be an ideal opportunity for someone who is looking to change career and move into education, or for someone who is considering training to become a teacher to gain some classroom experience.

Perins School offers a supportive and rewarding work environment, with opportunities for professional development and growth. If you are a dedicated and enthusiastic individual who is ready to make a positive impact on the lives of our students, we encourage you to apply.

USEFUL LINKS

Vita Multi Academy Trust

The History of Perins School

Our Ofsted report



Perins is a fantastic school with a committed and enthusiastic staff body, which makes it a great place to be.
I really do take pride in working at Perins and strive to play my part in creating a fantastic learning environment.

Team Leader

INCLUSION SUPPORT ASSISTANT ROLES AND RESPONSIBILITIES

- Support pupils on a one-to-one or small group basis, adapting your approach to meet individual needs, assisting them in accessing the curriculum and engaging with learning activities .
- Support the improvement of attendance and punctuality by working with students and parents to identify why children are late or not achieving full attendance at school.
- Help with the preparation and organisation of classroom resources and learning materials.
- Assist in the delivery of lessons that are tailored to the individual educational, social, and emotional needs of students .
- Help manage challenging behaviours using de-escalation techniques and consistent, trauma-informed practices.
- Support children who are having difficulties in class or in social areas and mentor these students to promote good behaviour.
- Provide feedback to teachers and contribute to monitoring student progress.
- Play a proactive role in safeguarding across the Trust , making referrals where appropriate.



Aspire TODAY Inspire TOMORROW

Qualifications & Person Specification

- Qualified to at least GCSE C grade or equivalent in Maths and English

Experience

- Experience working with children or young people, ideally in an educational setting,
- Experience of working with children who become dysregulated and have difficulty following the routines and expectations of school is highly desirable.
- A successful history of or interest in outdoor, holistic and physical activities which can contribute to the positive wellbeing of children.

Essential Skills

- Strong communication skills, with the ability to build positive relationships with students, staff, and parents.
- Ability to connect and relate to young people.
- Able to work in a pressurised environment, and to organise and prioritise.
- Good working knowledge of Microsoft Office packages.
- Able to maintain confidentiality.
- A positive, proactive attitude and the ability to work effectively as part of a team.

BENEFITS

Remuneration: Support staff salaries are based on HCC grades.

Holiday: Our teachers work in line with Hampshire School terms. Support staff have a generous annual leave allowance, that is either wrapped up in your monthly pay (term time only contract) or can be taken at any time during the year (52 week contracts)

Pension: Support staff benefit from membership in the Local Government Pension scheme. These pension schemes are renowned for their generosity.

Discounts: We offer a wide range of voluntary discounts via our partners KAARP.

Childcare: Reduced pre-school fees at Perins Pre-School. Reduced fees at the breakfast and afterschool club based at Sun Hill Junior School.

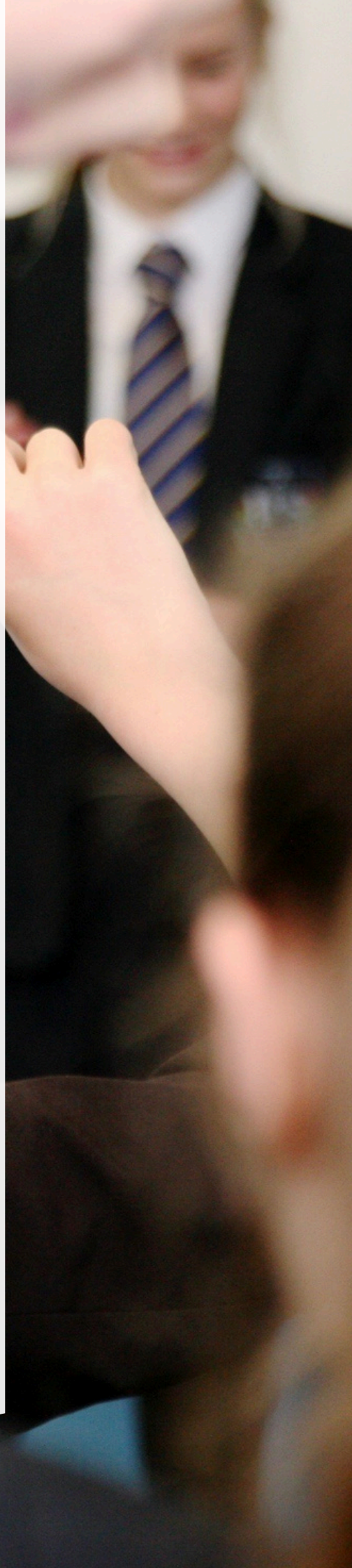
Training : We have a strong CPD ethos, and encourage life-long learning. Regular CPD sessions are held at school.

Free on site gym

Weekly 'cake break' hosted by each department.

Cycle to work scheme

Free car parking



PERINS SCHOOL

Thank you for your interest in the Inclusion Support Assistant position at Perins School. To ensure a smooth application process, please complete the following sections of the application form:

By following these guidelines, you can increase your chances of a successful application.

Best of luck!

GUIDANCE FOR APPLICATION FORM COMPLETION

Employment History

- Current Employer: Provide details of your current position, including job title, start date, and key responsibilities.
- Previous Employers: List all previous employers, including part-time, temporary, and voluntary positions. Provide start and end dates, job titles, and key responsibilities for each role.
- Employment Gaps: If there are any gaps in your employment history, please explain the reasons for them.

Formal Education

- Qualifications: List all relevant educational qualifications, such as degrees, diplomas, and certifications.
- Subjects: Specify the subjects studied for each qualification.
- Grades: Include your grades or scores for each qualification, if applicable.

Safeguarding Children and Adults

- Commitment to Safeguarding: Declare your commitment to safeguarding children and adults, as required by Vita Multi Academy Trust.
- References: Provide references from individuals who can vouch for your suitability to work with children and adults. These references should ideally be from managers or supervisors who have worked with you in a school setting.

Additional Tips:

Read the application form carefully before starting to ensure you understand all the requirements.
Be as specific and detailed as possible in your responses.
Proofread your application carefully to avoid any errors.
Pre application tours welcome.

If you have any questions, please don't hesitate to contact the HR department for clarification.

PERINS SCHOOL

I sincerely hope that you find the information provided useful, and that the position is attractive to you. All appointments to our staff are important; however, the appointment of the right staff to secure the continued success of Perins School is essential.

If you feel you are up to the challenge, to embark on this truly exciting opportunity of working at Perins School, with exceptional support provided by an experienced and committed team of lead practitioners and if you believe you can contribute to our exciting future, I invite you to make an application to be part of the amazing Perins staff team.

Alexei Western - Head of School

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