



**ST JOSEPH'S  
COLLEGE**

Appointment of

**Prep School Teaching Assistant**

September 2025

## **Our Values**

St Joseph's College promotes a love of learning. The School enables all its pupils to maximise their academic potential and to develop their individual talents in a caring, Christian community which fosters sensitivity, confidence, a sense of service and enthusiasm for life.

## **Our Vision**

Continue to grow our nurturing environment, in which students are inspired to reach their full potential.

## **Our Mission**

At St Joseph's College, academic achievement, ideas, intellectual curiosity, collaboration and resilience are of equal importance.

## **Our Core Values**

Aspiration, Respect, Confidence





## **Our Aims**

**For the needs of each student's mind, body, heart and spirit to be met, so that each one:**

- aspires to, and achieves, their academic and personal best
- experiences an inspiring, progressive all-round education, which prepares them fully for their future
- takes an active and positive role in their College, developing personal leadership skills whilst offering service to local, national and international communities.
- develops faith, self-confidence and self-esteem
- acts with integrity, showing respect for themselves and others
- explores their individuality& creativity and learns to use their initiative

## The Environment:

St Joseph's College is an independent school with Christian values that gives everyone the space to thrive and has a community of people with all faiths and none. Being part of the St Joseph's community is a once-in-a-lifetime experience. We provide a stable foundation for the children and students and we take happiness very seriously, in every part of our community.

At St Jo's we support the intellectual, spiritual, physical and emotional growth of every pupil. We firmly believe that children who thrive are the happiest of all and this creates an environment that is inspirational for staff as well as students.

An energetic and forward-thinking College, St Jo's is a day and boarding school for boys and girls aged 2-19 years. The Prep School is almost entirely made up of day pupils and there are only the occasional activities for the children at weekends. We do not have lessons on Saturdays.

The Prep School shares the leafy, 60 acre campus with the Senior School and there is an outstanding sense of belonging to the whole community.





## #Teamstjos

We believe that every pupil deserves access to a rigorous, engaging, and supportive learning environment, and we work tirelessly, creatively and collaboratively to ensure that our curriculum and teaching methods meet these standards and deliver these outcomes. As a member of our team, you will work closely with other staff to provide a stimulating, safe and caring learning environment appropriate to the needs of the children in our care.

### Specific responsibilities:

<b>Operational</b>	<p>Provide 1:1 and small group support for pupils with special educational needs, including those with EHCPs.</p> <p>Work closely with the SENCO, class teacher, and other support staff to implement personalised learning plans</p> <p>Assist with behaviour management and emotional regulation strategies</p> <p>Adapt resources and activities to meet individual needs</p> <p>Foster a positive, nurturing learning environment where every child can thrive</p> <p>To assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes.</p> <p>To establish constructive relationships with pupils and interact with them according to individual needs.</p> <p>To encourage the pupils to interact with others and engage in activities led by the teacher.</p> <p>To set challenging and demanding expectations and promote self-esteem and independence.</p>
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<b>Operational</b>	<p>To use strategies, in liaison with the Deputy Head of Prep, to support pupils to achieve learning goals and targets.</p> <p>To assist with the planning of learning activities and lead these as required.</p> <p>To monitor children's responses to learning activities and accurately record achievement/progress as directed.</p> <p>To provide detailed and regular feedback to teachers and the Deputy Head of Prep on children's' achievement, progress, problems etc.</p> <p>To be timely and accurate in the preparation and use of specialist equipment/resources/materials as required by staff/curriculum/lesson plans etc.</p> <p>To establish constructive relationships with parents/carers.</p> <p>To undertake programmes and interventions linked to learning strategies e.g. literacy, Read Write Inc, numeracy, and progress and feedback to the teacher or Deputy Head of Prep.</p>
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### Specific responsibilities:

#### Operational

- To support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- To prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use e.g. from pencils to the internet.
- To attend and participate in relevant meetings as required.
- To participate in training and other learning activities and performance development as required.
- To accompany teaching staff and children on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher or Deputy Head of Prep.
- To provide written reports as required.

## Responsibilities continued:

<b>General</b>	<ul style="list-style-type: none"><li>• To be committed to safeguarding of children and young people at the College.</li><li>• To actively support the ethos of the College.</li><li>• To contribute to the daily running of the College and follow its policies and procedures.</li><li>• To share good practice with colleagues wherever possible.</li><li>• To take an active role in ensuring the realisation of the College Development Plan.</li><li>• To treat each pupil as an individual with courtesy and respect.</li><li>• To undertake any other duty deemed reasonable by the Principal.</li><li>• To keep the Head informed and brings problems to her.</li><li>• To be discrete and has a sense of confidentiality.</li><li>• To set a good example in terms of dress, punctuality and attendance.</li><li>• To safeguard the general health and safety of pupils Promote excellence in all respects.</li><li>• To support the use of reward and sanction procedures to ensure good behaviour and discipline.</li><li>• To share and support the pastoral well-being of the pupil body, maintaining confidentiality at all times.</li><li>• To foster children's personal, social, emotional and cognitive development.</li><li>• To participate in appraisal arrangements.</li><li>• Is mindful of the Health and Safety at Work Act 1974 and other legislative requirements at all times .</li><li>• Is aware of and adheres to the College code of conduct and confidentiality.</li></ul>
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The College reserves the right to vary or amend the duties and responsibilities of the post holder at any time according to the needs of the School's business. In exceptional circumstances, the Post holder will be required to undertake other duties and responsibilities of a similar post in order to support workload peaks, skill shortages, to ensure priorities are met. This will be sensitive to available resources and individual skills and will be generally in the same area.



## Person Specification:

	Essential	Desirable
Educational qualifications	<ul style="list-style-type: none"><li>• Experience of working with children.</li><li>• A positive approach to completing relevant short courses and qualifications.</li><li>• Some understanding of the importance of Health &amp; Safety and Food Hygiene in the workplace.</li></ul>	<ul style="list-style-type: none"><li>• Teaching Assistant NVQ Level 2 or above</li><li>• Evidence of Further training</li><li>• Hold an up to date Paediatric First Aid Certificate</li><li>• Evidence of continuous self-development and updated knowledge, particularly in the areas of responsibility for this post.</li><li>• Knowledge of pupil welfare issues including child protection, raising achievement and SEND provision etc.</li></ul>
Experience	<ul style="list-style-type: none"><li>• A satisfactory Disclosure and Barring Services Check</li><li>• Appropriate safeguarding training</li></ul>	<ul style="list-style-type: none"><li>• Experience of working with children from 4-11 years of age</li><li>• Experience of using information technology</li><li>• Experience of outdoor learning</li><li>• Experience or teaching intervention programs</li></ul>
Communication skills	<ul style="list-style-type: none"><li>• High standard of spoken and written English, excellent communication skills.</li><li>• Good levels of numeracy</li><li>• Keen eye for detail and high level of accuracy, with a commitment to quality.</li><li>• Excellent interpersonal skills with a range of stakeholders.</li></ul>	<ul style="list-style-type: none"><li>• Experience of interacting effectively with parents.</li></ul>
Practical and intellectual skills	<ul style="list-style-type: none"><li>• You should have an excellent understanding of safe working practices in relation to child care.</li><li>• Have an good understanding of child development.</li><li>• Have knowledge and experience of basic computer skills.</li><li>• Have the ability to work as part of a team and also on own initiative.</li><li>• Have the ability to maintain up-to date, accurate and detailed documentation.</li></ul>	

## Person Specification:

	Essential	Desirable
Disposition and attitude	<ul style="list-style-type: none"><li>• Able to multi-task and work well under pressure.</li><li>• A high level of personal presentation.</li><li>• A keen interest in outdoor education.</li><li>• Someone who is honest, reliable and flexible.</li><li>• You should be able to build excellent working relationships with children, parents/carers and colleagues.</li><li>• Have the ability to attend for work punctually and be well presented.</li><li>• Have excellent attention to detail.</li><li>• Have a high level of patience.</li><li>• Enjoy working with children.</li><li>• Have the commitment to providing the highest standards of child care.</li><li>• Have the willingness to learn, and undergo further appropriate training.</li><li>• Be flexible, positive, friendly and have a supportive approach to work.</li><li>• Have a sense of fun, and understanding with other adults.</li></ul>	
Personal Qualities	<ul style="list-style-type: none"><li>• Ability to establish good working relationships and effective teamwork.</li><li>• Excellent role model for pupils.</li><li>• Ability to be reflective and self-critical.</li><li>• Ability to understand and demonstrate a commitment to equality and diversity.</li></ul>	

**The Small Print:**

**Reports to:** Head of Prep through the Deputy Head

**Pay Scale:** Depending on experience and qualifications.

**Status:** 9.00am – 3pm, Monday – Friday, term time only. This is a one year contract.

**Location:** St Joseph's College Prep School



## ISI INSPECTION SUMMARY DOCUMENT

Please see the link below relating to the School's most recent quality inspection. [ISI Inspection 2019](#) and ISI Compliance Inspection 2023

## HOW TO APPLY

To apply, please complete an Application Form and a Recruitment Monitoring Form, which can be found on our website here: <https://www.stjos.co.uk/our-community/job-vacancies/>

Application deadline: **4pm, Sunday 24 August 2025**. Interviews: Week beginning **Monday 25 May 2025**.

Candidates selected for interview will be required to provide proof of ID and any relevant qualifications.

Please return completed application forms together with a covering letter to: **Mrs Dianne Searle** [careers@stjos.co.uk](mailto:careers@stjos.co.uk)

Please be advised that applications cannot be accepted unless they are on the College's Application Form. Please ensure that your application form is completed in full and is signed electronically - scanned signatures are also accepted.



