



KINGFISHER
SCHOOL

Part of *The Propeller*
Academy Trust



Candidate pack

SEN Teaching Assistant

Pay Range : NJC Grade 6 SCP 8-13

Actual Salary : £18,235.86-£19,758.69

Hours : 30 hours per week, Mon-Fri 08:40-15:10 with 30 mins unpaid lunchbreak/Part-time hours will be considered

Contract type : Full time/Part Time, Permanent, Term Time Only



www.kingfisher.oxon.sch.uk



Kingfisher School, Radley Road,
Abingdon, OXON, OX14 3RR



01235 555512

About Kingfisher School

Kingfisher is a friendly and aspirational school and really welcoming as soon as you step through the door. It provides an exciting and well-designed learning environment for a wide variety of learners with additional needs. Our best resource is our dedicated staff. There is a professional partnership here in the school with all colleagues working together to offer the absolute best for our young people.

The school caters for young people who have severe, complex or profound needs, including autism aged 2-19. Our school is organised into clusters that are designed to meet the particular needs of the children offering them learning programmes building on their individual strengths and celebrating their achievements. There is excellent partnership with the health and social care professionals who work alongside us in Kingfisher.

Parents are welcome and their contribution to school life is valued. The school has lots of friends in Abingdon and beyond and is part of the Propeller Academy Trust which opens up opportunities for our young people.

A message from the Headteacher

Kingfisher is a great school and really welcoming as soon as you step through the door. It provides an exciting and well-designed learning environment for a wide variety of learners with additional needs. Our best resource is our dedicated staff. There is a professional partnership here in the school with all colleagues working together to offer the absolute best for our young people.

The school caters for young people aged 2-19, who have severe, complex or profound needs, including autism. Our school is organised into pathways that are designed to meet the particular needs of the children offering them learning programmes building on their individual strengths and celebrating their achievements. There is excellent partnership with the health and social care professionals who work alongside us at Kingfisher.

Our curriculum is designed to support the individual needs of all our pupils. The driving force and intent behind our curriculum is to develop independence at every opportunity.

Parents are welcome and their contribution to school life is valued. The school has lots of friends in Abingdon and beyond and is part of the Propeller Academy Trust. I am delighted to be the Headteacher of this amazing school.



Lorraine Wilson, Headteacher

About The Propeller Academy Trust

At The Propeller Academy Trust, we are dedicated to supporting young people with special educational needs, fostering an environment where every student progresses along their own unique path. Our passion for inclusion and innovation drives us to create exceptional opportunities for students to thrive, achieve their full potential, and embrace their individuality.

When you join our team, you'll become part of a supportive and collaborative community, united by a shared mission to make a real difference every day. Whether you're an experienced professional or starting your journey in education, we offer a nurturing workplace where your talents, skills, and ambitions can flourish.

Our staff benefit from extensive Continuous Professional Development (CPD) programmes, secondment opportunities across our Trust sites, and a vast range of discounts available to those working in education. We also prioritise staff wellbeing, offering initiatives such as wellbeing days, because we believe that supporting our staff is as important as supporting our students.

Our Schools



BISHOPSWOOD
SCHOOL



KINGFISHER
SCHOOL



Woodeaton
Manor School



Hawthorn
Academy



John Watson School
A community special school

Our Vision and Principles



Vision

**To extend high quality
SEN education to as
many children and
young people as we can.**

PRINCIPLES

- Keep children and young people at the heart of every decision.
- Provide an innovative and developmental academic curriculum, which ultimately gives children and young people a strong foundation for long-term community cohesion and positive mental health and well-being.
- Maintain the distinctive identities of each school in our Trust and seek recognition nationally and locally for the quality and diversity of our provision.
- Share the benefits of best practice, collaboration and new initiatives equally across all our schools.
- Support local communities and broader SEN needs within the community.
- Nurture a culture of health and safety and improvement which welcomes learning, challenge and assurance.
- Provide opportunities for staff to develop and progress, within a supportive and positive environment.
- Work collaboratively and inclusively with internal and external stakeholders; including staff, parents, carers and our partners.
- Protect and use all our resources efficiently in pursuit of our Vision.
- Keep our governance structures streamlined to enable our teachers to focus on teaching.
- Accord everyone associated with the trust, respect and dignity they deserve.

Benefits

At Propeller, we recognise the importance of supporting our staff as much as our students. That's why we offer full-time employees a wellbeing day off each term, a rare benefit in education.

We also offer a generous recruitment bonus for staff who successfully refer applicants who are recruited. Our staff benefit from access to GP advice and self-referral services through an online health platform, ensuring support is always at your fingertips. There are also a whole host of discounts and offers we will ensure you're aware of, once you are working in education.

Professional growth is at the heart of what we do. We provide full inductions and ongoing development opportunities to help you excel in your role. For those looking to broaden their horizons, secondment opportunities across our trust sites support both personal and professional development.



A trust-wide commitment to wellbeing, including paid wellbeing days



Fully funded CPD, mentoring & coaching



Flexible working options



Free on-site parking



Local Government Pension Scheme (LGPS)



Access to an employee assistance programme



Highly resourced classrooms, small class sizes and access to multidisciplinary teams



Employee referral scheme (earn up to £500 for successful referrals)



Cycle To Work Scheme



Job description - Teaching Assistant

Main Purpose of the Role

The Teaching Assistant (TA) will:

- Provide high-quality learning, care and communication support for pupils with Severe Learning Difficulties (SLD), Profound and Multiple Learning Difficulties (PMLD), Moderate Learning Difficulties (MLD) and Autism (ASD).
- Work closely with teachers, behaviour leads and therapists to deliver adapted learning and personalised support.
- Support pupils with daily routines, transitions, communication, sensory learning and personal care.
- Contribute to a safe, engaging, nurturing and inclusive environment where pupils feel supported, valued and able to thrive.

Key Duties and Responsibilities

A. Supporting pupils

- Develop a strong understanding of individual pupil needs, including communication profiles, sensory needs and physical requirements.
- Support learning by:
 - Breaking tasks down and explaining concepts clearly.
 - Providing 1:1 or small-group support.
 - Using sensory approaches, visual supports and communication systems.
 - Helping pupils stay focused and complete work.
- Promote independence, confidence and positive decision-making.
- Support development of key functional and life skills such as communication, mobility and social interaction.
- Support with personal and intimate care, including toileting, feeding, changing, hygiene routines and bathing (with training).
- Support pupils with medical or therapeutic needs, including gastrostomy feeding, mobility routines and physiotherapy programmes.
- Support pupils during enrichment activities, community visits, sports, outdoor learning and therapeutic sessions.

B. Supporting teaching & learning

- Work under the direction of teachers to deliver personalised learning activities.
- Follow individual support plans, behaviour plans, risk assessments and therapy programmes.
- Implement targeted interventions such as;
 - Literacy and numeracy support
 - Sensory stories
 - Communication work
 - Mobility programmes
 - Life skills
 - Creative activities
- Provide feedback and observations to help assess pupils' progress.
- Support communication systems such as signing, AAC, visual timetables, objects of reference or communication books.
- Help maintain a structured, calm and purposeful classroom environment.
- Assist supply teachers by providing continuity regarding pupils' needs and routines.
- Use safe handling techniques, hoists and mobility equipment in line with training and policy.

C. Supporting the school

- Contribute to communication with parents/carers through diaries, logs and secure systems.
- Work collaboratively with colleagues and external agencies.
- Support daily duties such as breaktime, lunchtime and arrival/departure routines.
- Assist with resources, displays and organisation of learning environments.
- Attend training, briefings, meetings and school INSET days.
- Follow all policies, including safeguarding, behaviour, attendance, health & safety and confidentiality.
- Carry out any reasonable duties requested by senior leaders to support school operations.

D. Professional development

- Reflect on personal practice and engage in appropriate professional development.
- Undertake training relevant to pupils' needs, including moving and handling, communication systems, medical needs, intimate care, Team Teach and first aid.
- Reflect on personal practice and take part in appraisal and supervision.

E. Safeguarding

- All staff must follow statutory safeguarding guidance (Keeping Children Safe in Education) and the school's safeguarding and child protection policies.
- Staff must prioritise pupil safety, welfare and dignity at all times.

This job description sets out the main duties of the post at the date it was drawn up. However, it is not intended to be an exhaustive or definitive list. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post. You may be required to carry out other duties commensurate with your role.





Person specification

Criteria	Essential	Desirable
Qualifications and training		
GCSE English and Maths (Grade 4/C or equivalent).		✓
Level 2/3 Teaching Assistant or childcare qualification.		✓
Training in Makaton, AAC, sensory approaches, moving and handling or medical care.		✓
Willingness to complete training in moving and handling, intimate care, medical needs, communication systems and first aid.	✓	
First Aid qualification.		✓
Safeguarding qualification.		✓
Experience		
Experience working with children or young people in any setting.		✓
Experience supporting individuals with complex, additional or physical needs (school, care, youth work or community settings).		✓
Experience with personal care, mobility support or therapy programmes.		✓
Experience of supporting teachers in assessing pupil progress.		✓
Skills and knowledge		
Strong communication, literacy and numeracy skills.	✓	
Understanding of learning difficulties and sensory, communication and physical support needs.	✓	
Ability to follow structured routines, class timetables and therapy guidance.	✓	

• Awareness of safeguarding requirements.	✓	
• Basic ICT competency.	✓	
• Ability to work under direction but also use your own initiative as the situation demands.	✓	
Personal qualities		
• Kind, patient and empathetic.	✓	
• Positive, resilient and adaptable.	✓	
• Desire and ability to work as part of a team.	✓	
• Committed to dignity, equality and respectful support.	✓	
• Commitment to equal opportunities, able to contribute to an environment that celebrates diversity.	✓	
• Commitment to safeguarding and promoting pupil wellbeing.	✓	
• Ability to remain calm, patient and supportive under pressure.	✓	
• Ability to develop nurturing and positive relationships with pupils.	✓	
• To have fitness levels that ensure you can cope with the physical demands of the job, including manual handling and supporting children in activities such as swimming.	✓	
• To have a flexible approach and be able to adapt in different circumstances.	✓	
• To have a positive outlook and share an enthusiasm for the job.	✓	
• Creative approach to delivering sensory-rich learning.		✓
• Ability to engage, motivate and inspire pupils with complex needs.		✓
• Particular skill or talent e.g. musical, artistic, sports.		✓



How to apply

To apply for this rewarding opportunity, please apply via the link below to the SAMRecruit job board

[Apply now](#)

Early applications are strongly encouraged. To arrange a visit or to find out more, please contact the School Business Manager, Emma Wisker, on 01235 555512, or email recruitment@kingfisher.oxon.sch.uk

Closing date : Tuesday, 30th June 2026

Interviews : Applications will be considered upon receipt and interviews arranged accordingly



Getting here

By car

From Oxford city centre:

- Take the A34 southbound out of Oxford.
- Exit at the Abingdon turn-off (A4144) into Abingdon town centre.
- Continue on Radley Road towards the east part of Abingdon where the school is located.

From Didcot:

- Head north on A34, exit at Abingdon (A4144), then follow signs into Abingdon and Radley Road.
- There is on-site parking at the school and also street parking nearby.



Scan the QR link to find Kingfisher School on Google maps



The Propeller Academy Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment.

This role involves a high level of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. All appointments are subject to an enhanced DBS check (including Barred List where applicable) and online searches for publicly available information.

We value diversity and welcome applications from all backgrounds, regardless of sex, race, religion, sexual orientation, gender identity, age, disability, marital status or pregnancy/maternity.

Please note: Applicants will be required to undergo a DBS check as part of the recruitment process.