



# Aurora Chaldon School

## TEACHING ASSISTANT RECRUITMENT PACK

2026

Caring

Ambitious

Collaborative

Trusted

Innovative

# Welcome

At Aurora Chaldon School, we combine the best elements of mainstream education with the unique specialist and therapeutic provision that each student needs. We create an environment in which every young person can achieve their own goals and pursue a future of their own choosing.

Our vision is to create an inclusive, welcoming learning environment in which all our students can develop and thrive. Our curriculum offers students the opportunity to follow their interests and passions, developing the skills they need for the next stage of their journey into adulthood.

We are looking to recruit Teaching Assistants to join our team at Aurora Chaldon School. This is an exciting opportunity to join the school at the start of our journey. You will be based at Aurora Chaldon school with a requirement to work out of our satellite site Caterham when required.

Our school supports 100 young people, with 80 attending the main site and 20 young people supported at our satellite site in Caterham. Aurora Chaldon School is part of a close network of Aurora Schools in Surrey. Staff and students benefit from strong school-to-school links which include sharing best practice, resources and running joint events.

We look forward to welcoming you.

*David Thomas*

Principal. Aurora Chaldon School



# Our School

Aurora Chaldon School is a specialist school located in Merstham. Our model of small classes, high levels of classroom support and a supernumerary multi-disciplinary intervention team enables us to give students "every opportunity to achieve."

By supporting students to develop the social communication, sensory processing and emotional regulation skills they need to overcome any barriers to curriculum and community access, we aim to prepare our students to be independent young people who can develop safe, meaningful relationships in the community and feel empowered to follow their individual aspirations towards further education training or employment.

Our school supports 100 young people, with 80 attending the main site and 20 young people supported at our satellite site in Caterham, based at Caterham Education Centre. Aurora Chaldon School is part of a close network of Aurora Schools in Surrey. Staff and students benefit from strong school-to-school links which include sharing best practice, resources and running joint events



# Our Values

Each of our schools, colleges and residential homes retains its own unique identity while embracing and embodying The Aurora Group's core values:



**We are caring** – We understand that your experience in mainstream care and education may have been a difficult one. We take seriously our responsibility for the children and young people in our care, and are committed to making your time with us as positive and fulfilling as possible.



**We are ambitious** – We have high expectations of all our children and young people, regardless of what barriers they may have faced in the past. We encourage them to expect more for themselves, while challenging employers and communities to understand and value their diverse needs and attributes.



**We are collaborative** – Everything we do, we do in partnership with you. We actively seek and listen to feedback from students, parents and staff, to find out what's working well, what we can do better, and how we can further develop all our services to benefit the people we work with.



**We are trusted** – Our business is funded by ethical investors. They understand that sustainable growth is possible only when we hold ourselves to the highest standards, by delivering consistently top-quality services to every single person we work with.



**We are innovative** – We begin planning for each young person's future the minute they walk through our doors. We tailor our approach to their unique needs, and are constantly looking for new opportunities to help them explore, enhance and employ their own skills, talents and abilities.

# The Job Role

## Teaching Assistant

Chaldon, Surrey

£13.51 - £14.45 per hour **Plus £1,000 welcome bonus\***

We are looking to recruit **Teaching Assistants** to join our brand new SEND school in Chaldon, Surrey for young people aged 11-16 who require support with social communication, emotional regulation and sensory processing, typically associated with Autism Spectrum Condition(ASC).

Our approach includes **small class sizes, high staff-to-student ratios**, and a **multi-disciplinary team**, ensuring every child has the opportunity to thrive.

We're looking for creative, proactive individuals who can think outside the box and help bring learning to life.

You'll be a motivator and a problem-solver, inspiring children to believe in themselves now and in the future.

## Key Responsibilities

- Help our young people discover just how amazing they are, building their confidence and celebrating their unique strengths.
- Break down barriers and open doors by supporting pupils to achieve more than they ever thought possible.
- Inspire resilience and self-belief, guiding pupils to be curious while promoting personal growth, so every pupil feels valued and motivated to succeed.
- Celebrate every small step our pupils make towards their academic and personal goals. Support our pupils to explore learning outside the classroom and make the most of experiences and opportunities within the community.

Like most Teaching Assistant roles, duties will vary, so you must expect to diversify and lend a hand wherever required. Please see the link below for our full job description:

Job Description: [Teaching Assistant](#)

## Skills and Qualifications

You don't need to be a highly experienced TA to be successful in this role. If you have the right outlook, values and behaviour then we can provide the right environment and training for you to excel.

### Successful candidates are likely to demonstrate:

- Ability to motivate and inspire children to believe in themselves.
- GCSE Maths and English qualification (minimum functional skills Level 2).
- Proactive and can-do mindset with the ability to think outside the box.
- A willingness to take advantage of our amazing (and free) training opportunities (e.g Level 2 award in Supporting Teaching and Learning in Schools) if not already achieved.
- Ability to promote independence, positive behaviour, and personal development.
- A creative approach that will enable you to adapt learning activities to meet individual needs.



## Career and Training Opportunities

At Aurora, we believe Teaching Assistants should have clear opportunities to grow and progress. We offer a range of nationally accredited qualifications that build specialist knowledge, strengthen classroom practice and support long-term careers in education. Whether you are new to SEND education or looking to develop further, our programmes provide a strong foundation and clear progression routes.

### Qualifications

Teaching Assistants can access fully funded Level 3 qualifications, including:

- Level 3 Specialist Support for Teaching and Learning in Schools
- Level 3 Supporting Individuals with Special Educational Needs
- Level 3 Award in Education and Training (AET)

### A Clear Career Pathway

After completing Level 3, staff can continue their professional development through:

- Level 4 Higher Level Teaching Assistant (HLTA)
- Level 4 Aurora Leadership and Management Programme (ILM Accredited)
- Level 5 Specialist Teaching Assistant Apprenticeship & Foundation Degree
- BA (Hons) Primary Education with Qualified Teacher Status (QTS) Apprenticeship

These programmes create a clear pathway from Teaching Assistant to qualified teacher. All programmes are 100% funded, with no cost to staff, and are designed as work-based qualifications so you can develop your skills while gaining experience and earning a competitive salary.

### What Our Learners Say

"I can't speak highly enough of Bethany. Her support during the course was exceptional - professional, encouraging and always available."

"I felt very well supported throughout the course, especially during a personally difficult time."

"Bethany made the experience enjoyable and was incredibly supportive throughout my studies."

# Staff Benefits:



## Why Join Us?

- **£1,000 Welcome Bonus** (terms apply).
- **Training and Career Development** – grow your skills and progress.
- **Perkbox Discounts** – savings on high street and on-line shopping, including groceries, dining out, gym memberships, bikes and cycling equipment, phone plans, internet, insurance.
- **Stream App** – a benefit that allows you to track your wages every month, save, access financial coaches and access part of your pay early, to assist you with unforeseen costs during the month. Helps avoid needing to use an overdraft or credit card.
- **Enhanced Annual Leave, Pension and Sick Pay.**
- **24/7 GP Access** GP Service access for you and your immediate family you live with.
- **Health Cash Plan** – for you and your children (up to the age of 24). Easy to claim cash back for routine healthcare costs such as dentist (£60), dental accident (£200), opticians (£60), health screening (£100), specialist consultation (£200), wellbeing costs (£150) and prescriptions.
- **Employee Assistance Programme** – provides confidential services and support such as wellbeing and emotional support, counselling, financial and legal support. Available to you and your immediate family you live with.
- **Refer a Friend Bonus** – earn £1,000.
- **Perkbox Wellness Hub** - a library dedicated to helping you look after your mental and physical wellbeing, such as exercise workouts, talking therapies, hypnosis, meditation, coping strategies to deal with stress and anxiety, and guided yoga classes.
- **Mental Health First Aiders (MHFA's)** - Aurora have trained over 150 employees through the Mental Health First Aid England accredited programme.

# How to apply:

For candidates that haven't worked in this sector before please be aware that the application process is far more detailed and thorough compared to other sectors.

Please complete an online application form in full, remembering to include all employment and education details and a personal statement that will make us really keen to speak to you. If you need any assistance or would like any more information, please contact Kirsty in the Aurora Group Recruitment Team at [kirsty.wilkinson@theauroragroup.co.uk](mailto:kirsty.wilkinson@theauroragroup.co.uk)

**Successful applicants will be subject to pre-employment safeguarding checks including an enhanced disclosure and barring service (DBS) check.**

The post is exempt from the Rehabilitation of Offenders Act 1974 and the Aurora Group is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

**The Aurora Group is committed to safeguarding and promoting the welfare of the children and young adults in our care and is a disability confident and equal opportunities employer.**

**This advert could be taken down at any point in time without prior notice if the position is filled.**

**Please note that candidates that are shortlisted might be subject to an online search.**

\* Welcome bonus is payable in 2 payments - 50% following successful completion of probation and 50% after one year service

**Location:** Rockshaw Road, Chaldon, Surrey

**Contract Type:** Permanent

**Actual Annual Salary:** £24,139.67 - £25,819.26 actual salary dependant on qualifications and experience **Plus £1,000 Welcome bonus\***

**Salary:** £13.51 - £14.45 per hour

**Hours:** 40 hours per week - Term Time only - Start time 8.15am - Finish time Monday/Tuesday/Wednesday 4.45pm. Thursday 5pm and Friday 4pm