Teaching Assistant (1:1)

Gatcombe Park Primary School

Location:	Gatcombe Park Primary School
Contract:	Fixed Term Contract (until 31st August 2027) Term time only (39 weeks per year) 30 hours 25 minutes per week (08:45-15:20, 5 days per week)
Salary:	Between £18,264 to £18,563 per annum (actual) £25,614 to £26,033 (full time equivalent)
Start Date:	As soon as possible
Application deadline:	Monday 2 November 2026, 12 noon
Interview date:	Friday 6 November 2026

Gatcombe Park Primary School is in the Hilsea area of Portsmouth.

We are a small, friendly school with a big heart, and we are incredibly proud of the vibrant, inclusive community we've built. Our children bring our core values of Teamwork, Respect, and Aiming High to life every single day — whether they're learning in the classroom, playing on the playground, or supporting one another as part of our school family. We believe that every child deserves to feel safe, valued, and challenged, and we work tirelessly to ensure that Gatcombe Park is a place where children can grow, thrive, and succeed.

Our staff are committed professionals who go above and beyond to support one another and to bring out the best in every child. We promote a culture of mutual respect, where everyone's voice is heard and every contribution is valued. Whether it's through collaborative learning, restorative approaches to behaviour, or inclusive decision-making, we aim to model the values we teach.

We are proud of our open, approachable leadership team who prioritise staff wellbeing and professional development. We understand the importance of work-life balance and strive to create a working environment that is both purposeful and positive. We invest in our team, offering opportunities for training, mentoring, and career progression.

Gatcombe Park Primary is in the Ridings Partnership of Hamwic Education Trust (HET); a large, fast-paced multi-academy trust with currently 37 schools across the South Coast: Portsmouth, Southampton, Poole and Dorset. The Ridings Partnership is a multi-academy partnership based in Portsmouth. The partnership enables local schools to work together to develop a strong education for all our children.

Role Summary:

Gatcombe Park Primary School are seeking to appoint a Teaching Assistant working 1:1 with a child in our Foundation Class as directed by the class teacher and/or SENCo.

We are seeking a professional individual who:

- Has previous experience of working with children in a school setting.
- Is flexible and adaptable, with the ability to engage, motivate and inspire pupils.
- Is able to support learning effectively, using initiative to personalise and adapt learning where required.

- Is willing to undertake additional training to meet the needs of the school and pupils.
- Is reflective with a strong commitment to continuous professional development.
- Is enthusiastic about supporting children's education across all areas of the curriculum.
- Is able to build and maintain positive professional working relationships.
- Is committed to creating a safe, secure and nurturing environment that promotes children's wellbeing.
- Has an understanding of children with medical and healthcare needs, including self-care where appropriate.
- Is willing and able to provide daily intimate care in line with school policies and procedures.
- Demonstrates a strong commitment to safeguarding children and promoting the welfare of children.
- Is able to establish positive expectations for behaviour while showing sensitivity to individual needs.
- Regularly utilises appropriate behaviour management skills in line with school policies.
- Is able to provide appropriate care, support and stimulation to promote children's development.

What we offer you:

- An opportunity to be part of a collaborative team with a shared vision of excellence
- A real career path in a thriving and respected organisation
- Flexible working approach, where possible
- Wellbeing day
- Excellent training and development programmes and opportunities
- Eligibility to join the Local Government Pension Scheme / Teacher Pension Scheme
- Generous holiday entitlement, increasing with length of service (support staff)
- Access to our benefits portal offering a full range of discounts available through Lifestyle Savings
- Access to wellbeing support through our Employee Assistance Programme, this includes free confidential telephone and face to face counselling for employees and family members
- Access to financial wellbeing support through a company that provides comprehensive guidance on all things mortgage related
- Eligible for a Blue Light card

About Hamwic Education Trust:

HET is fully committed to developing an outstanding workforce. We are a friendly and supportive community of professionals working hard to ensure that our schools are enabling children to grow and develop for the future.

We have talented staff working in leadership, teaching and support roles throughout our schools and committed professionals working in the Managed Services team covering education, safeguarding, HR, IT, finance and estates. This experienced team supports our schools and is responsible for the successful delivery of our multi-academy trust.

As an employer, we support our staff to grow through continuing professional development and there is a range of apprenticeships and other opportunities available throughout the Trust to extend your knowledge, skills and career prospects.

HET celebrates the uniqueness of our pupils, our staff and our schools and we aim for everyone to achieve their full potential through the pathways of opportunities available.

HET recognises that by valuing and promoting equal opportunities in employment for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education and value the differences our workforce brings to HET.

Application Procedure:

If you would like to discuss the role further, please contact the Headteacher by emailing bsimpson@gatcombeprimary.co.uk to arrange an informal chat or have a tour of the school. Potential candidates will be asked to bring their current school ID and/or photographic ID as proof when they visit the school for a tour.

If you wish to apply for this position, please complete an application form which can be found at **Job vacancies | Careers | Hamwic Education Trust | Multi-academy Trust** or contact the school and return to jjones@gatcombeprimary.co.uk

CV's will only be accepted along with a completed application form.

Please note, we may close the advert prior to the advertised closing date should we have sufficient applications. We strongly encourage prospective applicants to apply as soon as possible.

Hamwic Education Trust (HET) are committed to safeguarding and protecting the welfare of our pupils and we expect all staff and volunteers to share this commitment.

All posts are subject to a safer recruitment process which includes enhanced criminal record and barring checks, scrutiny of work and training history, robust referencing, and other vetting checks. Successful candidates will also be subject to online searches.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across HET.

All HET employees are required to undergo continuous professional development to maintain safe working practices and to safeguard our pupils.