



Individual Needs Assistant  
White House Academy

Salary Range: Grade 3, point 7 – (£18,887) FTE, pro rata salary £15,108 pa  
32.5 hours per week - term time only, plus inset days

Fixed until August 2024

Required for a September start

**Passion – Urgency – Positivity – Aspiration – Commitment**

STEP Academy Trust is an exciting, dynamic place to work that can offer great opportunities to the right candidate. If you are ready to take the next step in your career, join us as we 'Strive Together for Excellence in Partnership'.

We are looking to appoint an individual needs assistant to join the team at White House Academy. This appointment is specifically to assist with a named child. Your hours of work may be varied according to the level of support allocated to the named pupil or pupils. Your post will terminate should the support for the named pupil or pupils cease. You will be given as much notice of a variation or cessation of this contract as is reasonable subject to statutory a minimum of one week's notice.

We can offer you:

- enthusiastic children, who are keen to learn;
- a dedicated leadership team, who are committed to supporting and developing colleagues;
- excellent professional development and promotion opportunities;
- membership to Perkbox discount scheme;
- subsidised private health care with Benenden;
- a free school lunch when working in school.

Our ideal candidate will be:

- an inspirational educator who can lead and motivate children
- an organised individual who is able to multi-task
- someone with a 'can do' attitude, and high expectations of themselves and others
- an effective communicator

You are welcome to contact us for an informal discussion about this post prior to application, please contact Karen Williams, Inclusion Leader: [Karen.williams@stepacademytrust.org](mailto:Karen.williams@stepacademytrust.org)

The Job Description/Person Specification and Application Form can be downloaded from the STEP website – [www.stepacademytrust.org](http://www.stepacademytrust.org)

Completed application forms with supporting statements written in line with the person specification should be returned by email to: [recruitment@hawkesfarmacademy.org](mailto:recruitment@hawkesfarmacademy.org) *CVs are not accepted*

STEP Academy Trust believes that its workforce should reflect the local community and that all groups within the community should have equal access to the Trust's employment opportunities. We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age. Applicants must hold the right to work in the UK.

STEP Academy Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff and volunteers to share this commitment.

This post is subject to an Enhanced DBS check and satisfactory references.

Closing date: Monday 27<sup>th</sup> June at midday

Interviews: Week commencing Monday 4<sup>th</sup> July