



Nov 2026 P/T Learning Support Assistants – Fixed Term

Hants Role Profile LSA1 (B Grade)

18.75hrs per week (8.45am – 12.30pm)
Additional hours maybe available

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Headteacher: Mrs Lesley Pennington

Deputy Headteacher: Mrs Fran Gallagher

Whiteley Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Criminal Records Bureau checks along with other relevant employment checks.

Thank you for your interest in the current staff vacancies at Whiteley Primary School.

Context of the school

Whiteley Primary School initially opened in temporary accommodation in September 1997. We moved into the new school building in February 1999 and the accelerated growth in numbers of families to the area caused the school to be extended from a 2-form entry to a 3-form entry primary school. The school is well regarded by the community and now has 630 pupils on roll – it is oversubscribed with waiting lists in most year groups. The school has below average numbers of pupils in receipt of pupil premium and low numbers of pupils with SEN. In 2020, Whiteley Primary School was runner up for the NASEN Primary Provision award in recognition of our inclusive approach.

At our last inspection in July 2024, Whiteley Primary School was graded as ‘Outstanding’ in all areas of the inspection.

Vacancy Details

We are seeking to build our team of Learning Support Assistants who support pupils in upper KS2. The position will include some 1:1 support with pupils who have an Education Health Care Plan (EHCP), as well as general classroom support and interventions for pupils in Y5. The start date is 2nd Nov 2026 (or as soon as candidates’ checks have been completed) and the position will run as a minimum to August 2027. Positions are fixed term initially as they are dependent on EHCP funding – however, as a large school, fixed term positions are sometimes renewed if other children with high needs join the school.

Within our school, pupils who require considerable key adult support have more than one adult with whom they work regularly in order to help them be successful in our school environment. We find this beneficial both to the pupils who do not become over-reliant on one person and who can benefit from the strengths of different staff members, and also to staff who have greater variety in their role. As an organisation, it is also useful for us to have several people who have received specific training and with expertise to manage specific needs so that in the case of staff absence, we are able to offer appropriate continuity for pupils. Close team-working and strong communication are therefore vital to the role.

Ideally, the successful candidate will be available to work over 5 days – Monday-Friday from 8.45am – 12.30pm (to include ½ hour lunchtime supervision) but we are open to job share for a suitably experienced/skilled candidate (please state clearly in your application if you are **not** available for all 5 days). The core role is for the mornings, but additional hours may be available on a casual basis in the afternoons for candidates who have this flexibility.

For this role, we particularly welcome those with experience of working with children in a school environment, although others who have relevant experience of supporting children with SEND may also apply, particularly those with experience of supporting children with social, emotional and mental health needs. Successful candidates will need to have an appreciation of the benefits and rewards that working as a key adult with children can bring, and be willing to learn from and contribute to our supportive team.

The Assistant Headteacher/Inclusion Manager oversees all vulnerable groups across the school, including SEN, and oversees the work of the classroom support team. However, all LSAs are provided with a teacher line manager within the year groups where they work. All staff have access to CPD which is appropriate for their role and stage of career, and the phase leaders/Inclusion Manager encourage staff to share their expertise and develop areas of interest within their role.

We believe that there is a strong team spirit within the school. The staff have proven to be talented individuals with a strong sense of commitment to the school. We are keen to develop a team approach in all that we do and welcome new ideas and initiatives from all staff members as they have joined us.

Application Process

We will be pleased to receive applications from candidates who first and foremost are committed to working alongside the Headteacher and other staff to ensure that the vision for the school is met. The successful candidate(s) will become part of an enthusiastic and energetic team, all of whom believe in high expectations and achievement for their pupils. Visits to the school are welcomed and can be arranged with the Headteacher or AHT/Inclusion manager – please contact the school office if you would like to make an appointment.

To help in the short-listing process, letters of application should **clearly address the person specification** and include the following:

- **how your previous training and experience have prepared you for this post;**
- **why you are interested in this position;**
- **your flexibility regarding days/hours.**

The closing date for applications is **Weds 7th Oct**. Interviews are planned for the following week. If you do not hear from us by Mon 12th Oct, please presume that you have been unsuccessful in this instance.