



One-to-One & Mobility Support (Male)

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| Reporting to: | Assistant Principal |
| Start Date: | As soon as possible |
| Location: | Ark Boulton Academy, Golden Hillock Road, Birmingham, B11 2QG |
| Contract: | Permanent |
| Working Pattern: | Part Time; 40 hours per week (Monday to Friday 7.30am to 4pm Term time only (39 weeks per year). |
| Salary: | Ark Support Staff Band 5 outside London (£24,790 - £27,711 p/a) (pro rata salary £23,691- £26,483 p/a) |
| Closing Date: | Monday 22nd September 2025 at 10am |

We are looking for a caring and committed 1–2–1 Mobility Support Assistant to support our young people.

Your role will be to walk alongside them every day, helping with mobility, providing intimate care with dignity and respect, and encouraging them to reach their full potential in our care.

The successful candidate will:

- Assist with the development and implementation of personal profiles/ Behaviour Plans and Personal Care programmes for the said pupil.
- Attend to the pupil's personal needs and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
- Provide practical help including ensuring the pupil in question's safety in activities such as swimming and educational visits/residential trips and in practical subjects such as P.E., Science, Art, Drama, Music and Design technology

About Ark Boulton Academy

At Ark Boulton Academy, staff and pupils share the same high aspirations. Pupils understand and follow the values of 'respect, curiosity and perseverance'. Relationships between pupils and staff are warm and respectful. Community and togetherness are at the heart of this welcoming school. It was for this reason our school was awarded 'Good' by Ofsted in 2024.

Respect

Curiosity

Perseverance



When you join Ark Boulton Academy you become part of a network of education experts who are all united by the same purpose - a commitment to making a difference where it matters most.

Each day is unique for our team, as they collectively support the activities within and outside the school. Our consortium of creative and resourceful team members ensure we go above and beyond in order to constantly improve our service to the community we serve. Our strapline 'growing together, reaching higher' applies as much to our staff as our students. We recognise that the health and wellbeing of our staff will affect that of our students. For this reason, we have invested in developing our wellbeing room and other initiatives to care for our whole school community.

Our staff are a valuable and integral part of our community and are given the room to grow and develop in an encouraging, challenging and rewarding environment. They are role-models and ambassadors for Boulton on a professional and public level. They reflect the virtues we promote which include courage, self-discipline, commitment, and honesty.

By becoming a member of our school family, you will embrace multiple opportunities for personal and professional development, not just within the school, but from the internationally renowned Ark family of schools we are a part of. Through Ark, our staff can share best practice and receive training from some of the most talented individuals in the country.

Why work for our school?

Hear what our teachers have to say about working at Ark Boulton Academy:

<https://arkboulton.org/jobs/working-for-us>

For an informal, conversation about the role please contact HR Officer, Amal Hersi on 0121 773 8156 or via email at: a.hersi@arkboulton.org

What we offer:

- Staff wellbeing is one of our main priorities. In addition to the flexibility offered in this role, we also provide refreshments for staff throughout the week. We have parking available, a gym on site and a well-equipped staff room including a pool table.
- On Fridays, children finish at 1:40pm, allowing time for staff to plan, reflect, or simply recharge.
- Staff voice is important to us; we like to listen to our staff. We are always seeking feedback and input.

Our Diversity and Inclusion statement

At Ark, we aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective.

Find out more about us by visiting www.arkboulton.org.

How to Apply:

Please submit your application online by visiting <https://arkboulton.org/jobs/vacancies>

Principal

Thank you for taking the time to read about this opportunity at Ark Boulton Academy. As Head of School, a large part of my role is ensuring that we have the very best staff supporting our pupils. We serve a diverse community where our young people really value their education, and greatly benefit from having a school full of dedicated professionals. I would love for you to join our team.



At Ark Boulton, we place great emphasis on recruiting and retaining teachers and support staff of the highest quality. In every decision, we consider how we can best foster a positive working environment. We have introduced a number of initiatives to promote work-life balance and wellbeing, including reducing meetings, periodic early finishes and supporting staff with assessments by having them marked externally. The leadership team is passionate about making Ark Boulton Academy a great place to work and prioritises staff morale.

Managing our staff is one of my favourite parts of Headship, and I believe that strengthening interpersonal relationships between staff is exceptionally important. With that in mind, please do arrange some time to speak with me about this vital role in the school.

Mr Laurence Cole, Principal

Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life. We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 39 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five creating time to collaborate with subject specialists within each school and across the network

Ark is at the forefront of changing education society through education. You can read more about how Ark is transforming lives through education [here](#).



Job Description

The Role:

To work under the direct instruction/guidance of the leader of enhanced provision and classroom teacher to undertake work/care/support programmes, to enable access to learning for a pupil with a physical disability and / educational health care plan. Work may be carried out in the classroom or outside the main teaching area.

Supervise and provide particular support throughout the day (including at break and lunchtimes) for a pupil(s) in Key Stage 3 and or 4 with a physical disability or EHCP / or who is in the process of receiving an EHCP, ensuring his / her safety and access to learning activities.

Key Responsibilities:

- Liaise with the Class Teacher, lead for enhanced provision, Occupational Therapists, Physiotherapists, Mobility Advisers and other specialists and be responsible for implementing any programmes developed by these specialists for the pupil in question's development, e.g. physiotherapy and occupational therapy programmes
- Assist with the development and implementation of personal profiles/ Behaviour Plans and Personal Care programmes for the said pupil
- Attend to the pupil's personal needs and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
- Provide practical help including ensuring the pupil in question's safety in activities such as swimming and educational visits/residential trips and in practical subjects such as P.E., Science, Art, Drama, Music and Design technology
- Carry out Manual Handling, transfers and delivering personal care for the pupil in question
- Use lifts and hoists where appropriate
- To drive students in the Academy minibus as and when required
- Supervise and support this pupil ensuring his safety and access to learning
- Supervise and support this pupil at break and lunchtimes
- Establish good relationships with the pupil, acting as a role model and being aware of and responding appropriately to his individual needs.
- Promote the inclusion and acceptance of this pupil.
- Encourage the pupil in question to interact with others and engage in activities led by the teacher.
- Set challenging and demanding expectations and promote self-esteem and independence of the pupil in question
- Provide feedback to the pupil in question in relation to his progress and achievement under the guidance of the teacher.
- Use strategies, in liaison with the teacher, to support the pupil to achieve learning goals.
- Assist with the planning of learning activities and appropriate resources for the pupil in question

- Monitor the pupil's response to learning activities and accurately record his achievement/progress as directed.
- Provide detailed and regular feedback to teachers and the lead for enhanced provision on the pupil's achievement, progress, problems etc.
- Establish constructive relationships with the parents/carers of the pupil and provide feedback to them on a regular basis
- Administer routine tests and invigilate exams and undertake routine marking of the pupil's work.
- Assist in the preparation and development of agreed curriculum activities for the pupil in question.
- Undertake programmes linked to local and national learning strategies e.g. literacy and numeracy, recording the pupil's achievement and progress and feeding back to the teacher.
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist the pupil in question in their use.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Assist with the supervision of the pupil in question out of lesson times, including before and after school and at lunchtimes.
- Accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for the pupil in question under the supervision of a teacher.

Other

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- To undertake any other responsibilities as directed by the Principal.
- This job description sets out the key outcomes required. It does not describe in detail the tasks and activities to be done to achieve these outcomes.

Person Specification: One-to-One & Mobility Support Assistant

Qualification Criteria

- Right to work in the UK
- GCSE Maths and English (Grade C) or equivalent
- NVQ3 for Teaching Assistants or equivalent qualifications or experience.
- First Aid qualification
- Full UK driving licence (desirable)

Skills and Attributes

- Experience of working with children with a physical disability within a learning environment.
- Experience in Manual Handling, carrying out transfers and delivering personal care
- Ongoing commitment to professional development in the areas of support pupils with the following: Visual support, Auditory support, Dyslexia support.
- Genuine passion and belief in the potential of every student
- Helpful, positive, calm and caring nature
- Able to follow instructions accurately but make good judgements and lead when required

Personal Characteristics

- Regularly demonstrates an enthusiasm for working in a challenging educational environment
- Has good listening skills enabling the effective building of relationships with others
- Understands the importance of confidentiality and discretion
- Enthusiastic, committed and proactive approach.
- Adaptable, flexible and non-judgmental style.
- Confident.
- Self-motivated and open to change
- Commitment to working in partnership with children/young people and their families to promote optimum health outcomes.
- Willingness to undertake training appropriate to personal development and the needs of the service
- Ability to work on own initiative as well as part of a team.
- Sound interpersonal skills

Specific Skills

- Good IT skills, including the ability to confidently use Microsoft Word and Excel
- Strong administrative and organisational skills
- Excellent written and oral communication skills.

Other

- Commitment to continuing personal and professional development and evidence of recent CPD

- Commitment to the safeguarding and welfare of all pupils
- This post is subject to an enhanced Disclosure and Barring Service check
- To undertake any other responsibilities as directed by the Line Manager or the Principal
- To attend training appropriate to the post

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#) but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.

Ark Safer Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including ‘spent convictions’ under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee’s suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.