

Applicant Information Pack



ST. MARK'S CE SCHOOL
ONE SCHOOL - SERVING ALL - THROUGH EXCELLENCE

Executive Headteacher Message

Welcome to St Mark's Church of England School. I am privileged to be the Executive Headteacher of the first all-through school in Southampton. St Mark's is truly a wonderful school filled with polite, well-mannered students and excellent staff.

I have been the Headteacher at St Mark's since 2014, and have led the development of the school to 'Good' in all categories, whilst building a brand new school and growing as an all-through!

This has only been achieved because of the fantastic whole school team I have built around me. I truly believe that a happy team makes a happy school and that everyone who works at St Mark's is valued.

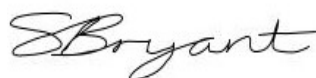
Our school is a great place to work. We focus on centralised policies and routines and try to remove as many barriers as we can so that people can get on with their jobs. Professional development through training and coaching is central to our offer for all staff, as no matter what stage you are in, on your professional journey, we just want you to grow as an individual.

"Staff love working at this school. They are a strong team, and feel well supported by leaders regarding their well-being and workload." - Ofsted Nov 2022.

What makes us a team is our focus on high expectations for all students and each other. We push each other to be the best we can be whilst being supportive and mindful of workload. Senior leaders have an open door policy, we listen to our staff and always strive to make adaptations to make things better for individuals, teams or the whole school.

St Mark's will continue to grow over the next 4 years. Opportunities for growth and career development for staff will be available. So if you strive for excellence in your career, like working in a team and value others wellbeing as much as your own, then please do get in touch.

Mrs Stephanie Bryant



Executive Headteacher



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Our Values & Vision

St Mark's C of E School is to be a place where students acquire the knowledge and skills to become confident, resilient, lifelong learners who can contribute to the world they live in.

Through our core Christian values of love, service and belonging students will be supported by the whole community, to achieve excellence.

Mission:

One School

St Mark's CE All Through School will be one whole school community. We will create a sense of belonging for all who enter our school. Our school will be a safe place for those who learn and work here. Relationships between staff and students and high expectations of behaviour and conduct will be the key to the success of our school. Our ethos of nurture, high standards and expectations will be modelled through the school by excellent staff. Taught in age appropriate year groups, students will be given the opportunity to benefit from shared facilities and interaction with each other. Primary aged students will have the opportunity to have access to facilities which are not normally available in primary schools. Younger students will have older students as mentors and role models to enhance their school experience. Secondary phase students will have opportunities to develop skills in leadership and mentoring of younger students.

Serving All

St Mark's C of E School will be an inclusive school, which will serve the community of Southampton. As a Church of England School, our values are underpinned by the teachings and example of Jesus. Jesus teaches us to 'love your neighbour as you love yourself'. We will put our students at the centre of our School by supporting them all irrespective of background, nationality, religion, gender or educational need to achieve high standards of education and behaviour. We will serve the students' families, working in partnership, supporting and encouraging them to work with us for the benefit of the students.

As a Church of England School we will expect our students to understand the purpose of serving others, through both our daily actions and through more sustained work helping those locally, nationally and internationally. Leaders of the school will create a culture where every member of the School community can thrive and flourish.

Through Excellence

At St Mark's C of E School we will expect excellence from everyone. This means that leaders will seek to find the most appropriate innovative practice from national and international sources. Leaders will expect the best from the staff and students across the school, and support them to achieve. All staff, in partnership with parents and the wider community, will be expected to give their best at all times to ensure excellent future outcomes for students. Our students will make excellent progress from the moment they arrive at our school. Everyone in the School community will respect and honour one another in the way they look, speak and act. We will teach students at St Mark's our high expectations and work with students and families who need additional support with this.



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Speech and Language School Assistant

Speech and Language School Assistant (SALSA)

30 hours per week, 8:00am – 2:30pm

Permanent, term-time only

Grade 6 – FTE £28,792 - £31,022 per annum

Actual salary – £20,067 - £21,621 per annum

Required as soon as possible

St Mark's CE School is one whole school community, where we create a sense of belonging for all who enter our school. Our ethos of nurture and high standards and expectations will be modelled through the school by excellent staff.

We are looking for someone who can support the children in our secondary school phase with speech and language needs. This requires the ability to be able to run programmes to meet NHS targets and also targets set by our own identification processes. You will need to be able to communicate with children across all age ranges to support differing needs. It's a unique and essential position supported by the wider inclusion team.

To be successful, you will have strong communication and interpersonal skills, excellent organisational and IT skills with a passion for working with children and young people.

Closing Date: 11:55pm on Sunday 7th June 2026

Interview Date: TBC

For more information and to apply, please visit

<https://www.stmarksschool.co.uk/vacancies.html> and fill in our 'Support Staff' application form. Completed applications should be then emailed to: recruitment@st-marks-southampton.org.uk

St Mark's Church of England School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This role requires an enhanced DBS.



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Job Description

POST TITLE: SALSA

GRADE: Grade 6

CONTRACTUAL HOURS: 30 hours a week, term time only

ACCOUNTABLE TO: Head of SEND

PURPOSE OF THE JOB

- To assist teachers in providing a learning environment that enables all children to access the curriculum and learn to the best of their ability
- To support identified pupils to develop speech, language and communication skills

KEY ACCOUNTABILITIES

- To support Class Teachers to devise and deliver programmes for identified children with specific speech and language needs and to develop specialised knowledge and understanding of strategies to assist these children;
- To develop, prepare and maintain therapeutic materials and resources for use with identified children and to support the children in using them;
- To establish supportive, caring and secure relationships with the children, promoting respect, self-esteem and a positive, inclusive whole school ethos;
- To work with pupils on a one-to-one basis to support speech, language and communication skills;
- To support and facilitate group therapy activities;
- To provide support to children in class as a Teaching Assistant with speech and language specialism as required.
- To facilitate and support Makaton provision within the school and to train others as required;
- To help, support and motivate the children, encouraging independent learning and behaviour and enabling learning targets and outcomes to be achieved;
- To contribute to monitoring and recording pupils' progress, maintaining records and providing relevant feedback to teachers;
- To provide welfare support to children as required;
- As directed by the Class Teacher or SENCo/ Head of SEND, to liaise with outside agencies as appropriate;
- To assist with general school duties which may include:
 - a. Setting up classrooms, preparing resources and displays and tidying and clearing away
 - b. Supervision of children during playtimes
 - c. Supervision of children entering and leaving school premises

SUPPORTING THE SCHOOL

At an appropriate level, according to the job role, grade and training received, all employees in the school are expected to:

- Support the aims, values, mission and ethos of the school and participate in a team approach to all aspects of school life.
- Attend and contribute to staff meetings and INSET days as required, and identify areas of personal practice and experience to develop.
- Take appropriate responsibility for safeguarding and children's welfare and be aware of confidential issues linked to home/child/teacher/school and keep confidences appropriately.
- Be aware of health and safety issues and act in accordance with the school's Health and Safety Policy.

OTHER DUTIES

The postholder may be expected to carry out duties other than those given in the job description where the level of responsibility is similar and he/she has appropriate qualifications or receives appropriate training to carry out these duties.

Person Specification

Description	Essential	Desirable
Previous experience of working with/ guiding the learning of children, preferably within a school setting	X	
Demonstrable evidence of an interest in speech and language skills and ability/aptitude to support children's development in this area	X	
Strong administrative skills and experience	X	
GCSE Grade C (or equivalent) in English and Maths	X	
Qualification to Level 3 NVQ (or equivalent)		X
Ability to observe, monitor and analyse learning and outcomes in a practical context	X	
Creative ability to create learning materials, displays and pupil resources that support classroom activities		X
Ability to communicate information and ideas effectively to a range of audiences, particularly children with specific speech and language needs, through good written and oral communication skills	X	
Ability to maintain children's interest and motivation for learning and to maintain discipline	X	
Ability to work well as a member of a team	X	
Ability to work within established procedures, to use own judgement and initiative	X	
Awareness of needs/demands of young children and how they act/react	X	
Ability to work with, support, understand and empathise with children who will have particular specific needs	X	
Understanding of key safeguarding issues and procedures	X	

How to apply

We will review applications as and when they are received.

To apply please visit our website:

<https://www.stmarksschool.co.uk/community/vacancies-at-st-marks/>

Please complete the 'support staff' Application form, when completed please email to: recruitment@st-marks-southampton.org.uk or via TES.

If you require any further information on the role or would like to visit our school in action, please telephone the HR Officer on: 023 80772968 extension 20056, or email: hr@st-marks-southampton.org.uk

Closing Date: 11:55pm on Sunday 7th June 2026

Interview Date: TBC

We reserve the right to close this vacancy early should we receive sufficient applications or identify a suitable candidate. Early applications are therefore strongly encouraged.

Unfortunately we do not have the ability to support sponsorship.

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