Newfield

Inspire | Support | Achieve | Together

CANDIDATE INFORMATION BROCHURE

Senior Education Health Care Assistant

Lifelong Learning for All



PART TIME • PERMANENT • GRADE E

Start January 2027 | Apply by Monday 16th November 2026 at 12 noon

JOIN NEWFIELD

A welcome from the Headteacher

Dear Applicant,

Thank you for your interest in joining Newfield School. I hope this brochure helps you understand both the opportunity and the community you would be joining.

Newfield is a warm, ambitious 4–19 specialist school at the heart of Blackburn. We are proud of our pupils, our families and the expertise of our staff. We are also entering an important period of development: our provision is growing and, from September 2027, will include additional Key Stage 3 and 4 places in Blackburn town centre.

Our shared vision is Lifelong Learning for All. We want every pupil to experience purposeful learning, high expectations and the right support to communicate, participate and become increasingly independent.

Please explore the information that follows. If our values and ambitions resonate with you, I would be delighted to receive your application. To arrange an informal conversation, contact recruitment@newfield.blackburn.sch.uk or call 01254 588600.

Yours sincerely,

Rachel Kay
Headteacher

LIFELONG LEARNING FOR ALL

About our school

Newfield School is a 4–19 specialist school serving approximately 270 children and young people with a wide range of learning needs. Our vision shapes how we think about pupils, staff and the community around us.

Developing learners

Our provision begins with understanding how each pupil learns. Communication, regulation, sensory and physical needs, relationships and belonging are among the conditions that make learning possible. We adapt curriculum, teaching, environments and support so that challenge is ambitious, meaningful and rooted in individual starting points.

Developing capacity

Adults must keep learning if pupils are to do the same. Newfield is a learning organisation where staff remain curious, reflective and evidence-informed. Coaching, professional enquiry and shared expertise help us improve practice. Leadership is distributed: colleagues are trusted and empowered to act, with clear expectations, thoughtful assurance and accountability for impact.

Developing community

Learning extends beyond the school gates. Families bring essential knowledge of their children and lived experience; school contributes educational and specialist expertise. Working with families, services and community partners allows us to create coherent support, richer opportunities and meaningful pathways into adulthood.

Different destinations. Equal ambition.

Success will not look the same for every pupil. Our responsibility is to understand what could become possible next and to find a way forward together.

Our commitment to independence is captured in a long-standing Newfield principle: never do anything for a pupil that they can, could or should do for themselves. We provide the right support, create genuine opportunities and know when to step back so pupils can communicate, choose, participate and achieve more for themselves.

Senior Education Health Care Assistant – Grade E - Permanent
33.5 hours per week

£28,153 to £31,015 pro rata salary range

£14.59 to £16.08 per hour

Newfield School is an impressive, well-resourced special school in Blackburn, Lancashire, providing high-quality specialist education, care and therapy for children and young people aged 4-19 with a wide range of needs, including autism, PMLD, SLD, complex medical needs, sensory impairments and physical disabilities.

We are looking to appoint a number of enthusiastic and committed Senior Education Health Care Assistants to join our busy, demanding and rewarding school, starting in January 2027.

Under the direction of teachers and senior staff, you will provide support to individuals and groups of children to access outcomes as outlined in each individual's Education Health Care Plan.

You will support pupils education, health, medical, physical and general care needs following agreed plans, promote effective communication for all pupils using a range of agreed strategies e.g.: Makaton, PECS, communication aides etc. and provide general support to the teacher in the management of pupils and the classroom.

Whilst we particularly welcome applicants with experience of working with children and young people, it is more important that you have a child centred approach in working with our very special children as a full programme of training and development will be provided.

Please see details of working pattern below to be worked 39 weeks per year during term time including 5 annual professional development full days:

8:30am to 3:30pm each day, plus an additional hour to be taken each week agreed with Deputy Headteacher.

Actual salary range - £22,037 - £24,277 based on working part time during term time

You will also be required to work until 5 pm on six occasions per year in order to undertake training and meet with your class team – these dates will be planned in advance and you will have plenty of notice.

Find out more about our school by visiting www.newfield.org.uk.

Completed application forms are returnable to recruitment@newfield.blackburn.sch.uk or to Recruitment Team, Newfield School, Old Bank Lane, Blackburn BB1 2PW

Closing Date: Monday 16th November 2026 at 12 noon

Selection Process: Thursday 26th November 2026

Newfield School is committed to safeguarding and protecting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.

Please note that in line with Keeping Children Safe in Education 2026 an online search will be carried out as part of our due diligence on shortlisted candidates.

This post is exempt from the Rehabilitation of Offenders Act 1974. Any offer of employment will be subject to a satisfactory check supplied by the Disclosure and Barring Service. The check will include any cautions, reprimands or final warnings as well as convictions.

Please note that incomplete applications will not be considered

Application and key dates

Post	Senior Education Health Care Assistant
Terms	Part time, permanent | Grade E
Start	January 2027
Closing date	Monday 16th November 2026 at 12 noon