



THE PROVISION OF TEACHING ASSISTANTS INTO A LEADING SEN SCHOOL

Case Study by Emily Game

ABOUT CHARLES HUNTER ASSOCIATES:

At Charles Hunter Associates, we understand the critical importance of assembling a SEN workforce with the requisite skills, attitudes, and qualifications to provide high-quality care and education to children with complex needs.

As specialists in SEN recruitment, we bring extensive experience in supporting special education institutions by sourcing both temporary and permanent staff, based on a commitment to maintaining safety and excellence in care. Our portfolio spans a diverse range of special needs schools across the UK, catering to student bodies of up to 80 individuals.

CLIENT

Our client is a specialised SEN school providing comprehensive education, therapy, welfare, and support for children aged 6 to 16 with social, emotional, and mental health needs (SEMH), alongside other complex requirements.



RELATIONSHIP START DATE

While we had established a working relationship with the organisation since 2021, this project marked our first collaboration with this specific SEN school.

Their decision to engage our services stemmed from a prior successful partnership we had developed with them. Our client, having worked with us in another educational setting, opted to continue collaborating with us after transitioning to this new institution.

PROJECT OVERVIEW

The Charles Hunter Associates team were tasked with promptly supplying 10 agency teaching assistants to begin assignments the following week. After a thorough consultation with the client to understand their requirements, we set a goal of introducing two new teaching assistants per week. We're proud to announce that we have consistently met this target so far.

WHAT OBSTACLES/CHALLENGES DID YOU OVERCOME?

One significant challenge we had to overcome was the remote location of the school, situated outside of Newbury. Additionally, the work hours of these TA positions added a hurdle, as many teaching assistants usually prefer roles with standard school hours.

THE SOLUTIONS WE IMPLEMENTED

To address the challenge of the remote location, we devised a transport solution. We arranged for our temporary workers to be picked up from the local train station and dropped off each day, ensuring their capacity to work the five days a week required for their assignment.

We also collaborated with the client to schedule three shift patterns – 8:30-15:30, 9:00-15:00, and 9:00-15:30 – providing flexibility to our teaching assistants whilst meeting the school's staffing needs.

OUTCOME FOR THE CLIENT:

Thanks to our proactive approach and tailored solutions, we successfully fulfilled the client's requirement for 10 teaching assistants within the specified timeframe.

By overcoming logistical challenges and providing flexible working arrangements, we ensured continuity in the school's operations and upheld the quality of education and support provided to students with SEMH and complex needs.



A word from JONATHAN WADSWORTH,

Managing Director of Charles Hunter Associates:



Emily's work for this client has set a new precedent for our highly adaptable approach to service delivery. We are immensely pleased to have achieved such an outcome for a SEN school that faced significant staffing challenges.

Our ability to adapt to unique challenges, coupled with our commitment to understanding and meeting the needs of our clients, underscores our effectiveness as a recruitment agency specialising in the SEN sector.

We look forward to continuing our partnership with this client and serving the broader education community with a consistent focus on empathy, quality and compliance.

For more information on how we delivered this project, or to work with us **GET IN TOUCH WITH OUR TEAM TODAY!**



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