



ROYAL
BALLET
SCHOOL



JOIN OUR TEAM

WORK AT THE ROYAL BALLET SCHOOL

ABOUT US

We are a global organisation with an important mission: to nurture, train and educate exceptional classical ballet dancers and to set the standard for dance training worldwide.

As a boarding school, a performing arts organisation and a charity, our team is varied. Our staff have specialist skills in dance, academics, pastoral care, healthcare, outreach, marketing, fundraising, and operations - to name a few.

We look for committed, enthusiastic candidates who demonstrate the skills and experience we need.

People are the key to our success - we attract, retain, develop and motivate the best in their fields to share our commitment to providing excellent care and education for our aspiring dancers and dance teachers.

OUR VALUES

**ACTIVELY
WIDENING
ACCESS**

**OUR HERITAGE
NOURISHES
OUR FUTURE**

**STRIVING FOR
EXCELLENCE**

**NURTURING
INDIVIDUALS**

**ALWAYS
INNOVATING**

WHAT'S IN IT FOR YOU?

Our full-time students are based at White Lodge in Richmond Park and Upper School in Covent Garden.

There are two additional boarding houses for Upper School students in Pimlico and Covent Garden.

The Royal Ballet School operates in locations worldwide, including different [Associate centres](#) and venues for [Intensive Courses](#).

Across our sites, there are a total of 250 employees. Wherever they work, our team respect each other, knowing everyone has a unique part to play in our organisation's mission. Our workspaces are friendly, welcoming and inclusive. Our employees share a passion for the arts in society and for supporting individuals to reach their full potential.



**GENEROUS
PENSION
SCHEME**



**TECH AND
ELECTRIC
VEHICLE SCHEME**



**CYCLE TO
WORK
SCHEME**



**EMPLOYEE
ASSISTANCE
PROGRAMME**



**LEARNING AND
DEVELOPMENT
OPPORTUNITIES**



**SEASON
TICKET
LOAN**



**GENEROUS
ANNUAL
LEAVE**



**DISCOUNTS
OFF A VARIETY
OF BRANDS**



**SEND
TEACHING
ASSISTANT**

APPLICATION DETAILS

LOCATION:

White Lodge, Richmond Park,
TW10 5HR

HOURS:

26 hours per week, Monday to
Thursday, 13.30 - 20.30. Evening
work will be in the residential
setting of a boarding house.

SALARY:

£16,161.60 per annum
(based on 26 hours per
week for term time only)

START DATE:

1 September 2026

APPLICATION DEADLINE:

14 July 2026. Applications will be
screened on submission. The School
reserves the right to interview and
appoint if a suitable candidate is found
before the closing date.



OVERALL PURPOSE OF THE ROLE

The purpose of this role is to work under the guidance of the SENDCo and teaching staff to provide one-to-one support to a named student with Special Educational Needs (SEN), enabling them to access learning in line with the prevailing curriculum, school policies, and individual support plans. This role is funded through the Local Authority to ensure the successful inclusion of the student within the mainstream secondary school setting.

This role is directly linked to a specific student and is subject to the continuation of their EHCP funding. Training specific to the student's needs will be provided where appropriate.



MAIN DUTIES

This list should be seen as illustrative rather than prescriptive;

SUPPORT FOR THE STUDENT:

- Provide tailored support to a named student with SEN in academic and artistic lessons and during unstructured times, in accordance with their Education, Health and Care Plan (EHCP) or individual support plan
- Encourage and support the student to participate in learning activities, promoting independence, self-esteem, and social inclusion
- Assist in implementing behaviour strategies, communication aids, or sensory adjustments as required
- Monitor and record the student's progress against agreed targets and outcomes
- Provide emotional support and reassurance as needed, supporting well-being and mental health
- Support the student with their transition into boarding provision at the end of the school day.

SUPPORT FOR THE TEACHER:

- Work collaboratively with teaching staff to adapt learning materials and delivery methods to suit the student's needs
- Provide feedback to the teacher on student progress and areas of concern
- Assist with the implementation of Individual Education Plans (IEPs), EHCPs, or other learning strategies.

SUPPORT FOR THE CURRICULUM:

- Support the student in accessing a broad and balanced curriculum, including differentiated tasks and resources and including the artistic curriculum/programme
- Facilitate the use of specialist equipment or software as directed by the SENDCo or therapists.
- Supervise the student during off-site visits or extra-curricular activities if required.

SUPPORT FOR THE SCHOOL:

- Work in line with school policies including safeguarding, health and safety, and data protection
- Maintain confidentiality at all times
- Participate in relevant training and CPD as directed
- Contribute to reviews and meetings concerning the student's progress, such as Annual Reviews or PEP meetings.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

- Experience of working with students with ASD, ADHD, SEMH, or other specific needs
- Experience of working with children/young people in an educational setting
- Ability to work flexibly as part of a team
- Strong communication and interpersonal skills
- Ability to maintain appropriate boundaries and handle sensitive issues confidentially.

DESIRABLE CRITERIA

- Knowledge of EHCP's and the SEND Code of Practice
- Experience In a secondary education setting
- First Aid Training
- Understanding of trauma-informed approaches or restorative practice.



SAFEGUARDING DUTIES AND RESPONSIBILITIES

The School is committed to safeguarding and promoting the welfare of children and young people and recognises that safeguarding and promoting the welfare of children is everyone's responsibility. The School expects all staff and volunteers to share this commitment to children's safeguarding and to share this child-centred approach. This approach means that staff must consider, at all times, what is in the best interests of the child. Additionally, the following is expected of all staff:

- To uphold the School's policies relating to safeguarding and child protection, behaviour, health and safety and all other relevant policies
- To promote and safeguard the welfare of children and young persons for whom you are responsible and come into contact with
- To report any safeguarding concerns using the relevant channels, such as informing the Designated Safeguarding Lead, in a timely and appropriate manner
- To ensure full compliance with all statutory regulations, particularly the most recent Keeping Children Safe in Education, and to communicate concerns to the Designated Safeguarding Lead, other relevant staff of The Royal Ballet School or local children's services as appropriate.

We are committed to creating an environment where all our employees feel part of our team and can flourish, regardless of their background. We're proud to be an inclusive workplace that promotes and values diversity.

The information detailed here about this role should not be considered encompassing. Over time, the emphasis of the job may change without changing the general characterisation of the role or the level of duties and responsibilities. This information will be periodically reviewed and revised in consultation with the postholder.



**CLICK HERE
TO APPLY**

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ASSISTANCE
WITH YOUR
APPLICATION**

**CLICK TO
CONTACT US
IF YOU HAVE
QUESTIONS**

