

Our School Context

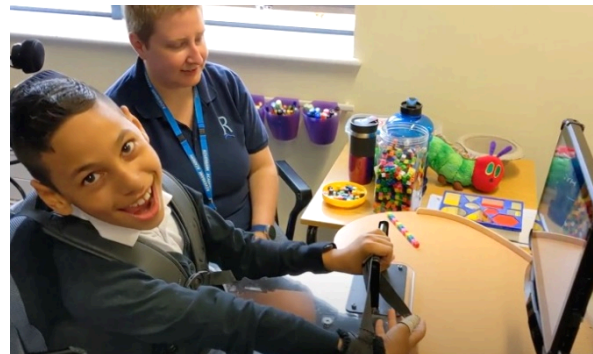
Riverbank Academy is a World Class and Outstanding Special School. Our vision is for all students to make exceptional progress and lead happy and fulfilled lives.



We currently work with 205 students and have a dedicated staff team that care about their personal and academic development.

We have the most incredible facilities which has a huge impact on the quality of learning. This includes a Hydrotherapy Pool, Soft Play, Fitness Suite, Sensory Garden, Horticulture Area, Physiotherapy Room, Speech and Language Intervention Room, Forest School, Open Library Area, Food Technology Room, Computer Suite, Science Room, Art Room, Performing Arts Room, Trim Trail with Swings, a student led Café and a popup shop! We also have a Wave Centre and Navigator Suite to support the layered and complex needs of 18 students.

We are a Broad-Spectrum School with needs ranging from profound and multiple, severe and moderate learning difficulties (PMLD, SLD and MLD). This opens many professional development opportunities for our staff, allowing them to apply a range of new skills in a fully inclusive setting.



We are looking for a caring, motivated and creative individual that can provide outstanding learning support for our students. **We welcome all applicants from health, social care, primary, secondary, mainstream and special school backgrounds.**



What do we offer?

- A friendly, happy and dedicated team

- A senior leadership team open-door policy for all staff
- Amazing facilities
- School iPad or Chromebook
- Staff access to our fitness suite, before and after school
- Exciting CPD opportunities
- Access to an innovative curriculum which has been adopted as best practice in other Special School settings.
- If staff have 100% attendance in an academic year they can take one additional paid day off the following year!
- Additional payment for staff that attend residential trips on a Saturday and/or Sunday
- Cycle to Work Scheme
- Six Togetherness Sessions a year, where we come together as a school community to take part in activities such as school picnic/disco/sports day and simply enjoy being together!
- Free fruit, tea and coffee in the staffroom and a water cooler.
- Eleven “Wellbeing Wednesday” sessions where we encourage staff to take part in a wellbeing activity after school, this includes access to an external fitness instructor who comes into school and is free for staff to access.



**Learning Support Assistant
Grade 3 (Full time)**

Hours: 32 hours a week Monday (8:30am - 4:00pm) Tuesday to Friday 8.30 a.m. to 3.15p.m

Scale: Grade 3

Actual Salary (Pro rata): £17,347 (32 hours)

JOB PURPOSE:

- To provide structured support and guidance in the development of our students' academic and social needs
- To provide in-class support to our teachers and delivery practitioners
- To assist with lunchtime supervision
- To assist with after school and break duties as part of the rota
- To assist with the tutorial programme as a co-tutor
- To support pupils in the administration of medication.

DESCRIPTION OF DUTIES AND RESPONSIBILITIES:

Learning Support Assistant

1. To develop an understanding of the special educational needs of the student/s concerned
2. To take into account the student/s' special needs and ensure their access to the lesson and its content through appropriate clarification, explanations, equipment and materials
3. To build and maintain successful relationships with students, treat them consistently, with respect, dignity and consideration.
4. To strive towards the development of independent learning for our students
5. To support in the reinforcement of learning
6. To assist students with personal care, medical and physical needs, both in and out of the classroom
7. To help students record work in ways appropriate to their needs and level
8. To support in the assessment of Student Support Plans and targets
9. To inspire positive attitudes, developing self-belief and building motivation
10. To model good practice in effective learning to keep students on task
11. To contribute towards the rewards system, capturing students being successful
12. To have formal and informal meetings with teachers to contribute to planning lessons/activities
13. To support in the preparation of materials and resources that can reach a variety of students of different levels of ability.
14. To prepare students beforehand for a task
15. To apply total communication strategies that support and develop understanding
16. To work on differentiated activities with identified groups
17. To support the teacher in implementing specific teaching programmes
18. To supervise practical tasks
19. To carry out structured classroom assessment/ observation and feedback outcomes
20. To be involved in keeping records and evaluating identified students' progress

21. To work as part of the team in relation to individual students, liaising, advising and consulting where appropriate
22. To support implementation of school policies and procedures, including those relating to confidentiality and behaviour
23. To identify personal training needs and to attend appropriate internal and external in-service training
24. Provide support to a form tutor as a co-tutor
25. Encourage students to interact and work cooperatively with others and engage all students in activities.
26. Play an active role in the support of positive behaviour management of students both in and out of the classroom, reporting issues as appropriate.
27. To develop communications with parents, both written and verbal
28. Support in the examination arrangements acting as a reader, prompt or scribe.
29. To embrace and adopt our 10 Professional Core Standards and seek to develop your skills, qualities and practice within this structure so that you can better serve our students.

In addition, any other tasks as directed by the Head Teacher which fall within the range of the post.

David Lisowski
Headteacher
January 2022

PERSONNEL SPECIFICATION

HOURS: 32 hours per week – Term time only plus 5 training days
Monday 8:30-4:00 Tuesday to Friday 8.30 a.m. to 3.15 p.m.

ATTRIBUTE S	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
QUALIFICATION	☐ A desire to continue to improve literacy, numeracy and ICT skills, with Grade C achieved in English and Maths	☐ Qualification to A level (AS/A level) standard.

<p>KNOWLEDGE E And UNDERSTANDING</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Of the needs and characteristics of young people with complex SEND <input type="checkbox"/> Of what constitutes positive behaviour management <input type="checkbox"/> Of the importance of positive role models for young people <input type="checkbox"/> Of strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure the effective engagement of our students in learning <input type="checkbox"/> Of equal opportunities and anti-discriminatory practice in the context of the school community <input type="checkbox"/> Experience of leading lessons within a community, mainstream or special school context 	
<p>SKILLS AND ABILITIES</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Approachable and intuitive <input type="checkbox"/> To communicate effectively – verbal and written - with students, staff and parents <input type="checkbox"/> To apply specialist skills to supporting in meeting the needs of complex SEND <input type="checkbox"/> To motivate and encourage students to work cooperatively <input type="checkbox"/> To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively <input type="checkbox"/> Able to work indoors and outdoors in rural and urban environments supporting students in a range of activities such as Duke of Edinburgh, forest school, horticulture and gardening. <input type="checkbox"/> Able to walk long distances and stand for long periods of time to support student transitions around school and enrichment activities. <input type="checkbox"/> Able to support students aged from 11-19 in moving and handling and personal care. <input type="checkbox"/> Able to move physiotherapy equipment with appropriate training and guidance from specialists this includes the manoeuvring of manual wheelchairs. <input type="checkbox"/> To be a team player with the ability to support others 	<ul style="list-style-type: none"> <input type="checkbox"/> Able to swim (desirable but not essential to ensure we have an inclusive swimming offer for all our students).

	<ul style="list-style-type: none"> <input type="checkbox"/> To demonstrate relationship building outside of the classroom <input type="checkbox"/> To adopt total communication techniques and develop them sufficiently to reach out to all of our students 	
ATTITUDES And VALUES	<ul style="list-style-type: none"> <input type="checkbox"/> High expectations of personal performance and of pupils' success <input type="checkbox"/> Commitment to build upon your own learning through our structures <input type="checkbox"/> A belief in meeting the needs of the whole child 	
EXPERIENCE	<ul style="list-style-type: none"> <input type="checkbox"/> Of working with groups of young people with complex SEND, preferably of secondary age <input type="checkbox"/> Of resolving problems and handling challenging situations <input type="checkbox"/> Of managing behaviour effectively 	
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> <input type="checkbox"/> This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment 	

All employees of Riverbank Academy are required to comply with the School Equal Opportunities Policy when undertaking the duties of their job.

David Lisowski
Headteacher
January 2022

How to apply

If you wish to apply to this please complete an application form and email to:
dllisowski@riverbankacademy.org.uk

Application form:

<https://docs.google.com/document/d/161vyrDsG6luzVlk7NqdP0UstW0-sf6Du/edit>

Closing date: Friday 20th September

Interviews will be held: Week commencing 23rd September

Start date: October 2024