

## 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 have a dedicated staff team that care about the personal and academic development of our students. We currently work with 188 students and in September 2022 this will increase to 200 students.

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 have 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 (Part time)**

**HOURS:** 14 hours per week – Term time only, 2 days a week, Monday and Friday (8:30-4:30 or 8:00-4:00)

**SALARY:** £6,297 - £6,683 (pro rata/actual salary)

**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

**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 co-operatively 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 examinations 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**

July 2022



## PERSONNEL SPECIFICATION

**HOURS: 14 hours per week – Term time only, 2 days a week, Monday and Friday (8:30-4:30 or 8:00-4:00)**

ATTRIBUTES	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
<b>QUALIFICATION</b>	<ul style="list-style-type: none"> <li>➤ A desire to continue to improve literacy, numeracy and ICT skills, with Grade C achieved in English and Maths</li> </ul>	<ul style="list-style-type: none"> <li>➤ Qualification to A level (AS/A level) standard.</li> </ul>
<b>KNOWLEDGE And UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>➤ Of the needs and characteristics of young people with complex SEND</li> <li>➤ Of what constitutes positive behaviour management</li> <li>➤ Of the importance of positive role models for young people</li> <li>➤ Of strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure the effective engagement of our students in learning</li> <li>➤ Of equal opportunities and anti-discriminatory practice in the context of the school community</li> <li>➤ Experience of leading lessons within a community, mainstream or special school context</li> </ul>	
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>➤ Approachable and intuitive</li> <li>➤ To communicate effectively – verbal and written - with students, staff and parents</li> <li>➤ To apply specialist skills to supporting in meeting the needs of complex SEND</li> <li>➤ To motivate and encourage students to work co-operatively</li> <li>➤ To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively</li> <li>➤ 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.</li> <li>➤ Able to walk long distances and stand for long periods of time to support student transitions around school and enrichment activities.</li> <li>➤ Able to support students aged from 11-19 in moving and handling and personal care.</li> <li>➤ Able to move physiotherapy equipment with appropriate training and guidance from specialists this includes the manoeuvring of manual wheel chairs.</li> <li>➤ To be a team player with the ability to support others</li> <li>➤ To demonstrate relationship building outside of the classroom</li> </ul>	<ul style="list-style-type: none"> <li>➤ Able to swim (desirable but not essential to ensure we have an inclusive swimming offer for all our students).</li> </ul>

	➤ To adopt total communication techniques and develop them sufficiently to reach out to all of our students	
<b>ATTITUDES And VALUES</b>	<ul style="list-style-type: none"> <li>➤ High expectations of personal performance and of pupils' success</li> <li>➤ Commitment to build upon your own learning through our structures</li> <li>➤ A belief in meeting the needs of the whole child</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>➤ Of working with groups of young people with complex SEND, preferably of secondary age</li> <li>➤ Of resolving problems and handling challenging situations</li> <li>➤ Of managing behaviour effectively</li> </ul>	
<b>SPECIAL REQUIREMENTS</b>	➤ 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**  
July 2022

## How to apply

If you wish to apply to this please complete an application form and email to: [dlisowski@riverbankacademy.org.uk](mailto:dlisowski@riverbankacademy.org.uk)

### Application form:

[https://sidneystingertrust.org.uk/files/HR%20Vacancy/vacancies\\_2020/mat\\_support\\_application\\_form\\_nov\\_2020.docx](https://sidneystingertrust.org.uk/files/HR%20Vacancy/vacancies_2020/mat_support_application_form_nov_2020.docx)

**Closing date:** Monday 29th August 2022

**Interviews will be held:** Week Commencing Monday 5<sup>th</sup> September

**Start date:** As soon as possible