

Learning Support Assistant (Grade 2)

Required as soon as possible





Ernesford Grange Community Academy is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Academy and Sidney Stringer Primary Free School.

Our vision is to achieve excellence for all with a mission to work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff. Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve. Staff CPD is a key component of our continued improvement in high quality teaching and learning and we invest heavily in this aspect of school life

Learning Support Assistant

You will be part of a large, motivated and supportive learning support team and will work closely with members of this team as well as with teachers in departments.

This could be a fantastic opportunity for someone who wants to consider a career in teaching. Many of our Learning Support Assistants in recent years have gone on to do a PGCE or schools direct courses and have found their experience as a Learning Support assistant invaluable.

You will be expected to work independently with small groups and plan and prepare for this. You will need to have patience as well as good behaviour management skills, or the ability to develop them. You will also need a passion for working with young people and supporting those with additional barriers to their learning.

We strive to ensure that all students have equal access to a broad and balanced curriculum and our LSAs are integral to this.

Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues earlier this term what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students
- SLT actually trust staff to work and do not micro manage everything
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school
- SLT listen to you and actually take on board suggestions on how to keep improving
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

The staff survey from June 2020 highlighted that 99% of colleagues felt that staff morale was good or outstanding, 98% felt the support they received from their line manager was good or outstanding and 95% of staff felt that the management of pupil behaviour was good or outstanding. It is our aim to get 100% for each of these categories in the next survey.

In addition there are benefits to being a colleague within Sidney Stringer Multi Academy Trust

- **100% attendance - 1 day off following year**
- **Staff Development- new leadership challenge programme and subsidies for Masters' degree Chromebooks for teaching staff and class sets for lessons**
- **Social committee with subsidised events**
- **Revision sessions paid for (Subject to minimum numbers)**
- **Occupational health and counselling support**
- **Cycle Scheme**
- **Free Flu jabs**
- **Long service awards**
- **Potential to work across more than one school/phase if appropriate**

JOB DESCRIPTION – Learning Support Assistant (Grade 2)

Sidney Stringer Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Reporting to: Assistant Head Teacher - Inclusion

Hours: 33.5 hours per week
Monday to Friday 8.30am to 4.30pm
Term time only plus 5 days

Job Purpose: Under the instruction/guidance of teacher or Assistant Head Teacher- Inclusion and within the overall ethos of the Academy, undertake care and learning programmes and activities to support individuals or groups of pupils, including more specific support for those with special education needs, enable access to learning for students and assist the teacher in the management of students and the classroom. Work may be carried out in the classroom or in other teaching areas.

- To develop an understanding of the special educational needs of the student/s concerned
- 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
- To build and maintain successful relationships with students, treat them consistently, with respect and consideration.
- To help promote independent learning
- To help reinforce student learning using a range of strategies and techniques
- To assist students with physical needs, if required
- To help students record work in an appropriate way
- To help students to develop study and organisational skills
- To help keep the students on task and to build motivation
- To model good practice to both students and staff as an educational professional, demonstrating excellent punctuality, attendance and integrity
- To help build the students' confidence and enhance self-esteem, inspiring them to learn
- To have formal and informal meetings with teachers to contribute to planning lessons/activities and completion of Teacher/LSA agreements.
- To prepare materials and resources in advance of the lesson
- To prepare students beforehand for a task
- Use strategies, in liaison with the teacher, to support pupils to achieve learning goals.
- To work on differentiated activities with identified groups of students independent of the classroom if required
- To support the teacher in implementing specific teaching programmes
- To supervise practical tasks and support with differentiating these where appropriate
- To carry out structured classroom assessment/observation and feedback outcomes
- To be involved in keeping records and evaluating identified students' progress
- To accompany teaching staff and students on visits, trips and out of school activities as required
- To work as part of the team in relation to individual students, liaising, advising and consulting where appropriate
- To support implementation of school policies and procedures, including those relating to confidentiality and behaviour

- To run, support and log in class and afterschool interventions as required e.g. precision teaching (training would be provided)
- To identify personal training needs and to attend appropriate internal and external in-service training
- Provide support to a form tutor as a co-tutor

Other Duties

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.

To undertake any other duties that may be reasonably deemed part of the role.

Safeguarding

Teachers are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the Academy's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. A copy of the Academy's Child Protection Procedure can be obtained from the jobholder's line manager.
- ***The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the Academy's Disciplinary Procedure.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Academy's Health and Safety Policy and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of The General Data Protection Regulation (GDPR) and Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Academy's Data Protection Policy.

Equality and Diversity

Sidney Stringer Multi Academy Trust is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect and are entitled to expect this in return.

Training and Development

Sidney Stringer Multi Academy Trust has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.

*This job description may subject to review and/ or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests. **Job Description Reviewed By: S Lovick Dec 2021***

PERSON SPECIFICATION

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualification and Training	Good numeracy/literacy skills	Evidence of qualifications in this area Education to A level or its equivalent and beyond Qualifications in ICT Proficiency in Microsoft Office packages such as Word, Outlook and Excel
Experience	Evidence of having worked with children in some capacity	Relevant work experience in a similar environment Experience of working with children with SEN, preferably at secondary age
Qualities, Skills, Knowledge and Abilities.	<p>A positive interest in working with students, and an ability to inspire them</p> <p>Basic understanding of child development and learning</p> <p>Knowledge of relevant policies/codes of practice and awareness of legislation</p> <p>General understanding of National Curriculum and other basic learning programmes</p> <p>Ability to relate well to children and adults; sense of humour</p> <p>Adaptability to a range of situations, i.e. when classes need to change at short notice</p> <p>Able to work on own and as part of a team, with strong communication skills</p> <p>Ability to build good working relationships with a range of colleagues</p> <p>High expectations of achievement and behaviour</p> <p>Tactful, respectful and sensitive to the needs of others</p> <p>Ability to work calmly and with patience</p> <p>An ability to be organized and also creative.</p>	<p>An interest in ICT</p> <p>A passion for supporting children who have Special Educational Needs and developing their futures</p> <p>A knowledge and understanding of assessment, monitoring, target-setting and evaluation, using this information to support students as effectively as possible</p> <p>Able to demonstrate the ability to learn and adapt from past experience, working as a reflective professional</p> <p>A eagerness to get involved in the opportunities a dynamic and forward-thinking school brings and support the academy and its values as an ambassador of this</p>

	<p>A well-developed sense of responsibility and professionalism shown at all times</p> <p>A drive to improve the life outcomes and opportunities for our students through education</p>	
Health	Evidence of the stamina required to cope with the demands of the post	
References	Supportive	

All employees of Sidney Stringer Multi Academy Trust are required to comply with the Academy Equal Opportunities Policy when undertaking the duties of their job.



Learning Support Assistant

Required as soon as possible

Grade	2 - (£14,234 - £14,809 pa actual salary)
Working hours	33.50 hours per week Monday to Friday - 8.30am – 16.30pm (half an hour lunch)
Term time	Plus 5 days (Teacher training days)

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary Free School and Sidney Stringer Academy.

We are looking for a Learning Support Assistant to join our Inclusion department.

If you would like further information or to discuss the post in more detail then please contact **Steph Lovick, Assistant Head Teacher**– slovick@egacademy.org.uk

How to apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

For further details, an application form, and to apply, please visit our Website:
www.sidneystingertrust.org.uk

Please return completed application forms to the recruitment team –
recruitment@egacademy.org.uk [No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: **Tuesday 25th January 2022 at 12:00pm**

Interview date: TBC

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.