



**Liberty**  
Academy Trust

## Learning Mentor (Fixed Term 2026-27)

Vanguard School, London

Salary Including London Weighting | £25,318 (Term Time)

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### About Us

Liberty Academy Trust is an education charity established in 2022. Our purpose is to deliver an education for our children that meets their needs, aspirations, and interests, and which prepares them well for adulthood. Our values of courage, determination and teamwork are the key drivers to bring about positive change, so that all our children and young people can be successful now and, in their future lives.



We are currently a small Trust of three academies, with plans to grow so that our reach and impact can extend further. Committed to providing an excellent education for autistic children and young people, our approach is to support the whole child, offering a balance of personalised teaching and therapeutic support as standard.



The Vanguard school in Lambeth opened in 2020 and provides a curriculum for students from across the spectrum who have a range of learning needs. The school provides opportunities for the development of a wide range of independent living skills, focusing on community inclusion.

# Welcome to our School



**Thank you for your interest in this opportunity at Vanguard School.**

We are a happy and inclusive specialist school for autistic children and young people aged 11 to 19. We are committed to nurturing the potential of every Vanguard student, and to creating a supportive environment where each one can thrive.

In small classes, our specially trained staff help students to develop socially, personally, emotionally and academically. We offer a broad and balanced curriculum, covering all the traditional subjects, alongside music, art and sport, enrichment and activities.

As part of Liberty Academy Trust, we want to challenge any sense that, as a special school, children's aspirations are limited. We believe passionately that autistic young people should be given every opportunity to achieve and each year we support students to take nationally recognised qualifications, while also helping them to develop the skills needed for independent adulthood.

Equality, Diversity, Inclusion and Belonging are at the centre of our School and Trust. We are always seeking to provide the best opportunities for the students and families we serve. Our students and families are at the centre of everything we do, enabled through '*unrelenting positive regard*', which leads us toward strong relationships and the trust to challenge and aspire alongside them.

**Rachael Clements, Principal**

**Our **core purpose** is to deliver an education for our children that meets their **needs, aspirations and interests**; and prepares them well for **adulthood**.**

## About this Opportunity

By joining our team at Vanguard School, you will help make every day breakthroughs happen more often. You will contribute to our work in delivering high standards of teaching, learning and achievement, and will seek to foster a love of the subject at every level.

Our Learning Mentors work closely with teachers to help us provide an exceptional education to our children and young people. They complement the professional work of teachers to give the highest standard of support and expectations.

Our success depends on our skilled and dedicated staff. We are a values-driven organisation with a focus on wellbeing and opportunities for flexible working. We offer a competitive salary and pension, and a range of benefits including discounts at a range of shops, restaurants, gyms and leisure activities.

All colleagues across the Trust are supported in their professional development. This includes a combination of in-house training and paid for professional qualifications on offer to staff at all levels, with a particular focus on Autism excellence and digital literacy.

Most importantly, though, we offer the opportunity to play a part in highly rewarding work that makes a difference, as part of an ambitious and supportive team.

**We support the whole child, offering a balance of personalised teaching and therapeutic support as standard.**

# Job Description

## *Student-focused work*

- Live the vision and values of Liberty Academy trust every day.
- Provide the highest standard of support and expectations, assisting children in achieving their full potential through the implementation of the SPELL framework and Quality of Life Frameworks.
- Support the teacher to plan, teach and review against the outcomes outlined in pupils Education Health and Care Plans (EHCPs).
- Carry out small group and individual learning activities under the direction of the Teacher / HLTA / Senior Learning Mentor.
- Have specific responsibility for supporting the learning and development of named pupils as their key worker to support and collaborate in partnership with parents and carers and engage their key children in preparation for adulthood and independence skills building
- Provide support for individual learners in a range of environments to enable them to participate fully in activities.
- Support learners to identify and resolve a range of issues that create barriers to their learning.
- Maintain challenging and high expectations and promote self-esteem and independence.
- Contribute to the process of implementing and evaluating individual support and education plans.
- Provide timely updates to teachers and the wider staff team, as required, to support the planning and assessment of pupils
- Implement strategies and support learners to develop their social skills, confidence and self-esteem.
- Contribute to the development and implementation of learners' inclusion plans.
- Contribute to the development and implementation of combined records
- Co-ordinate and organise pupils attending extra-curricular activities / work experience or other out of school activities under the guidance of the class teacher, instructor

## **Wider work**

- Attend daily debriefs and weekly staff and team meetings.
- Contribute to the school's enrichment and extended education programme, after school and lunchtime activities. Accompany children in a wide range of offsite visits.
- Contribute to curriculum planning.
- Use digital technology to support delivery of learning activities.
- Support the class team in the management and preparation of resources and displays.

## **Working with staff, parents/carers and relevant professionals**

- Share knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision
- Communicate effectively with parents and carers under the direction of teachers
- Contribute to meetings with parents and carers by providing feedback on pupil progress, attainment and barriers to learning, as directed by teachers
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

## **Other**

- Always comply with Trust policies and procedures; including, but not limited to, Safeguarding, Health and Safety and employment policies.
- Work within the Trust's Equality and Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, and conduct; and maintain positive, courteous relations with students, parents and colleagues.
- Engage actively in the appraisal and performance review process, and in relevant continuing professional development.
- Be willing to travel to the Trust's schools and other sites as needed.

# Person Specification

## ***Qualifications, Training and Knowledge***

- Minimum of 3 GCSEs or equivalent at grades 4/C or above, including English Language and Mathematics.
- A relevant further qualification to at NVQ Level 2 or above (e.g. NVQ 2 for Teaching Assistants), or demonstrate equivalent knowledge, skills and experience.
- A basic understanding and interest in autism
- An understanding of the principles of Health and Safety

## ***Skills and Experience***

- Ability to use common software applications; knowledge of best practices for protecting personal and organisation data; and an aptitude for adapting to emerging technologies
- Previous experience in a role involving supporting or caring for others (either in a paid or voluntary capacity).
- Ability to communicate effectively and sensitively with different people using a variety of appropriate methods, including a good standard of written and spoken English.
- Ability to report and record accurately.
- Ability to form and maintain effective working relationships as part of a team.

## ***Personal Qualities and Attributes***

- An understanding of and commitment to the aims, vision and values of the Liberty Academy Trust and the principles of public life
- An enthusiasm for and a positive attitude towards supporting people with autism to lead independent and fulfilling lives.
- A commitment to equality, diversity and inclusion.
- A patient, caring and supportive nature.
- High degree of professionalism in dealing with sensitive information, maintaining confidentiality where necessary.
- Self-motivated and able to demonstrate initiative when required.
- An ability to work flexibly to adapt to change, needs and circumstances.
- Resilience maturity; able to work effectively in challenging situations
- A demonstrable commitment to continuing professional development.

### ***Desirable***

- Experience of working with people with autistic spectrum disorders.
- An awareness of vulnerable adults and young people's safeguarding issues and legislation
- Knowledge of educational practices, policies and expectations, ideally to include in relation to pupils with special educational needs.

**All members of the Liberty Academy Trust community are driven by the three core values of courage, determination, and teamwork**

## **Recruitment Process**

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Application Deadline:           Midnight 15<sup>th</sup> July 2026

Interviews:                       TBC

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Further information about the school and the Liberty Academy Trust can be found at: [libertytrust.org.uk](http://libertytrust.org.uk)

We're dedicated to equity, diversity, inclusion and belonging. Applications for this job are encouraged from anyone who is suitably qualified and experienced for the role – including those with protected characteristics, and particularly welcome from neurodivergent individuals.

To apply, please submit a fully completed application. Your application should explain why you are interested in this opportunity and, with reference to the person specification, the attributes that make you a suitable candidate.

For shortlisted candidates the selection process will be designed to provide opportunities for you to demonstrate your strengths, qualities, and experience in relation to the role. The details will be made clear at invitation stage. We are very happy to discuss adjustments to the recruitment process for those that need it.

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2025. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including volunteers and staff employed by contractors.

Note that we can only consider applicants who are legally entitled to work in the UK. For practical reasons, we are unable to provide feedback to candidates who are not shortlisted. However, we will always offer feedback to those who take part in a selection process.

For questions about this opportunity please email:

[recruitment@vanguardschool.org.uk](mailto:recruitment@vanguardschool.org.uk)

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