

Bonus Pastor Catholic College

Learning Support Assistant SEND Recruitment Pack



Through Faith to Success

Welcome message from our Principal



Bonus Pastor is an outstanding school (Ofsted 2023 and the Catholic Schools Inspectorate 2024) which has a great tradition and reputation of turning out successful, happy young people. Our GCSE results are excellent and we have won awards for both attainment and progress every year over the past 5 years.

However, Bonus Pastor will always be about much more than just the academic, and we believe very strongly in educating the 'whole child'.

Our vision is to always work in partnership with our students, parents, parishes and local community to create a positive research-engaged environment for learning and teaching, where everyone is valued and respected - in other words fulfilling the church's view of developing the whole child.

At our school, we believe in the values of Respect, Responsibility, and Ambition. Respect means treating everyone kindly and valuing each other. Responsibility is about being accountable for our actions and doing the right thing. Ambition encourages us to aim high and work hard to achieve our goals. These values help create a friendly and supportive place for learning, preparing our students for a successful future.

We are now looking for a Learning Support Assistant SEND to join us, providing vital support to the Special Educational Needs and Disabilities (SEND) team.

If you have the ambition, ability and experience to help us deliver for our young people and staff then we'd love to hear from you.

Conor Mahon
Principal



Job Description



Job Title	Learning Support Assistant
Salary	£26,739.96 to £28,716.68 Dependent on qualification and experience
Starting	November 2026
Contract / Duration	Permanent, Full-Time

Reporting to the SENCO (Special Educational Needs Coordinator) the role of a Learning Support Assistant SEND will be to work closely with members of the Learning Support Department, subject leaders, students and parents to ensure students with Special Educational Needs achieve their maximum potential, gain independence and social awareness so that they can enjoy and participate in the school environment alongside their mainstream peers.

This roles requires you to demonstrate passion, enthusiasm and an absolute commitment to improving the life chance of all our SEND students regardless of background or ability.

Key Responsibilities

- Providing appropriate support for students by using a variety of teaching and support strategies in order to meet and manage the complex needs of those students with specific Educational Health Care Plans and many other SEND students who have a wide range of special educational needs
- To work in close liaison with all relevant members of staff and other professionals attached to the school in order to meet the needs of students
- To contribute to monitoring, recording and assessment procedures, in conjunction with members of the department and subject teachers, in order to support students to meet their needs
- To prepare for and contribute to annual review and transitional review if required
- To work with students on the SEN list in ways similar to the areas mentioned previously
- To develop skills allowing work in a variety of ways including providing in-class support, sharing work with subject teacher, working with groups or individual tuition
- To help develop educational programmes, in conjunction with teachers, for meeting the needs of students with Special Educational Needs
- To contribute towards a differentiated curriculum for students with Special Educational Needs
- To keep records of student progress
- To use initiative to develop and follow up ideas whilst understanding consultation with teacher is essential at all times
- To develop a relationship with parents in order to ensure the most appropriate support for students, attending meetings and providing reports when required
- To develop relationships with teachers, while at all times, respecting the ethos of the classroom
- To work in class under the direction of the class teacher and to accept working with other students if it is in the best interests of students with Special Educational Needs
- To maintain an interest in the area of supporting students with Special Educational Needs and to take part in appropriate INSET
- A willingness to develop ICT skills and apply them in school

Since job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with above key responsibilities.

Person Specification



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Qualification	Essential	Desirable
Maths and English - GCSE Grade 4 or above (or equivalent)	*	
Education to degree level or equivalent		*
Experience, Skills and Knowledge	Essential	Desirable
Experience of using Microsoft Office Suite and/or Google Workspace	*	
Experience working with families of children with additional needs		*
Experience working in an educational environment		*
Ability to create and maintain positive and professional relationships with parent/carers	*	
Knowledge of SEND legislation, particularly the SEND code of practice		*
Ability to work using own initiative	*	
Excellent written and verbal communication skills	*	
Ability to work with students at all levels regardless of specific individual needs and identify learning styles as appropriate	*	
Ability to support students using a variety of teaching and support strategies	*	
Personal Attributes	Essential	Desirable
Developed interpersonal skills	*	
High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	*	
Demonstrate and promote the positive value, attitude and behaviour they expect from the students with whom they work	*	
Ability to work effectively within a team environment, understanding classroom roles and responsibilities	*	
Ability to plan, prioritise, work under pressure and adapt to challenges	*	
Commitment to personal career development	*	
Other	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children and young people	*	
Willingness to undergo appropriate checks, including enhanced DBS Checks and an online search	*	
Motivation to work with children and families	*	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	*	

Application Process



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The application pack provides the background to the qualities, attributes and requirements that we are looking for in our Learning Support Assistant SEND. Applicants will be required to complete the SBCAT application form which includes a supporting statement of no more than 1,000 words. This can be found on our website www.bonuspastor.co.uk or via the link below:

https://www.tes.com/jobs/vacancy/schrole_116d70ba-2cdc-4f5c-8c7b-8271d87ea60c

Please note we do not accept CV's.

All applications should be sent to Isabel Gainey igainey@bonuspastor.co.uk

The closing date for applications is Monday 5th October 2026 at 3pm.

Please note we reserve the right to close this advert earlier.

Interview date: TBC

We very much look forward to hearing from you.

