



Message from the Executive Principal and Head of School

Thank you for your interest in the role of Learning Support Assistant (EAL) at Farnborough Spencer Academy. Since we started working here in 2021, we have made significant progress as an Academy. From being caught in an Ofsted cycle where the Academy was twice graded inadequate, we were rated "Good" in all four categories in September 2022.

We have so much to be proud of – indeed our Academy motto is "We are Proud". Our students, because of very clear, consistent routines and procedures, are polite and well behaved. Where they struggle with behaviour, effective support is in place. Our attendance is improving markedly, and we are well ahead of similar schools (based on FFT). Our achievement is improving, year on year, but we still have much to do in this area. Our curriculum is well balanced, broad and an entitlement for every child, regardless of ability or circumstance. When I arrived, Farnborough had just 640 students on roll. We are projecting over 1000 in September 2024, and this will be the second year in a row that we will be oversubscribed.

Colleagues who work at Farnborough sign up to our staff pledge, which can be found on the website. As a teacher at Farnborough, you will exemplify this pledge in all that you do, being committed to ensuring that every child receives a first-class education and exemplifying the highest standards and expectations.

As a support member of staff, you will be committed to improving the way that you work, and embrace our culture of coaching and regular, targeted feedback.

It is not always easy working at Farnborough, but it is rewarding. We have a very low staff turnover and have been fully staffed, with specialists over the last few years. We have a healthy budget and are gradually increasing our support staffing in line with our student numbers.

You will be joining the Inclusion Faculty. This is the largest faculty in the school made up of Learning Support Assistants, Behaviour Mentors and EBSA Mentors and lead by the SENCO/Inclusion Lead. As a faculty they work tirelessly to support some of our most vulnerable learners and have a wide range of expertise. You will be based predominately in our Learning Support Unit on the main site but may also support young people who are working in our Inclusion Centre.

Our leaders, and the whole school community, work incredibly hard to keep the Academy moving forward. We love working at Farnborough, and we are determined to continue our journey so our achievement, attendance, behaviour become truly "outstanding." This also includes our desire to continue developing a sustainable, inclusive and vibrant workforce and ensuring our community recognise the amazing school they have on their doorstep.

We really hope you will apply for the post of Learning Support Assistant (EAL). We are looking for the strongest candidate to join our incredible Academy, of which we are so proud.

For any potential candidates that wish to have an informal discussion and tour of the school, please contact Natalie Jones, by email at njones@farnboroughspencer.org.uk.

We look forward to receiving your application.

Graeme Smith
Executive Principal

Kev Davis
Head of School