



**The  
St Lawrence  
Academy**  
A Transformational  
Learning Experience

# **Learning and Teaching Assistant**



**St Lawrence  
Academies Trust**  
Stronger Together



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**The  
St Lawrence  
Academy**

The St Lawrence Academy is a thriving Church Academy that has successfully served its local community since opening in 2008 and provides children with fantastic opportunities for personal and spiritual growth. Directors of St Lawrence Academies Trust and the Diocese of Lincoln are looking for an inspirational, talented and experienced school leader; one who can lead the Academy towards achieving academic excellence for our students and enable them to fully flourish.

The St Lawrence is an-oversubscribed academy for 11-16 year old students of all abilities. Our PAN now stands at 165. We currently have a roll of 790, which is due to be 810 in September 2023.

We serve a diverse community in Scunthorpe, North Lincolnshire. We are an inclusive Academy striving to meet the needs of all our learners in our caring environment. Students from all backgrounds and faiths, regardless of ability, are welcome. We are sponsored by the Diocese of Lincoln and have a strong Christian ethos.

**We are looking for highly motivated individuals to take on the role of:**

## **Learning and Teaching Assistant**

**32.25 Hours Term time only + 5 days**

**Start date ASAP**

**Grade 4 £21190 to £21575 (£15799 to £16086)**

This is an exciting opportunity to join a vibrant and successful Inclusion department working at The St Lawrence Academy. You will be part of a fantastic and highly motivated team that is determined to provide a transformational learning experience for every individual. The role will focus on supporting students academically and socially; removing barriers to learning and raising levels of achievement. The successful candidate will work with students who have a range of Special Educational and Disability Needs. You will support students to achieve academic targets, develop strategies for independent learning, enhance motivation and raise aspirations.

**There may be the opportunity to consider a job share or flexibility to the hours of work.**

**The successful candidate will:**

- Have a passion for supporting students to a high standard across both Key Stages
- Have the ability to support an inspiring and dynamic learning environment
- Demonstrate and share subject knowledge
- Demonstrate a clear commitment to raising achievement and developing excellence
- Be passionate about making a difference to the lives of young people
- Be well organised, inspirational, ambitious and hard working
- Have the ability to meet deadlines, whilst remaining calm under pressure
- Have flexibility in approach, vision and commitment
- Have the ability to support and communicate effectively with students, parents, external agencies and colleagues
- Have the ability to cope with challenging situations and display relentless perseverance, determination and resilience

**We can offer:**

- An inclusive and inspirational church school environment within wonderful and vibrant new buildings
- Superb resources and facilities
- Supportive and engaged leadership team, with a track record of developing staff to middle and senior leadership

- Outstanding community of staff and local governing board who work as a strong team to best support our students.
- A broad 3 year Key Stage 3 curriculum and 2 year Key Stage 4 curriculum with a philosophy of valuing all subjects
- A bespoke programme of induction and professional development personalised to help develop individual staff\*
- A culture that prioritises students, their personal development and wellbeing, above everything else
- High standards and expectations of academic success and care, support and personal development of our students
- There may be the opportunity to consider a job share or flexibility to the hours of work

**This post would suit:**

- A person with previous experience with children and enjoys helping young people wishing to join our team of fantastic staff

For further details about The St Lawrence Academy and St Lawrence Academies Trust and an application pack please see our website at [www.tsla.co.uk](http://www.tsla.co.uk)

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS checks and satisfactory references, including your suitability to work with students. Applications will only be considered from individual applicants on our standard application form, and not via CV alone or agencies.

For an informal discussion about the role please contact the SENDCo Kate Williams on 01724 842447 or email to [kwilliams@tsla.co.uk](mailto:kwilliams@tsla.co.uk)

To apply please submit your completed application form, together with your formal letter of application to Lorna Johnson, PA to the Headteacher and SLT, to [ljohnson@tsla.co.uk](mailto:ljohnson@tsla.co.uk)

**Advert may be closed when suitable applications received**  
**Interviews To be confirmed**



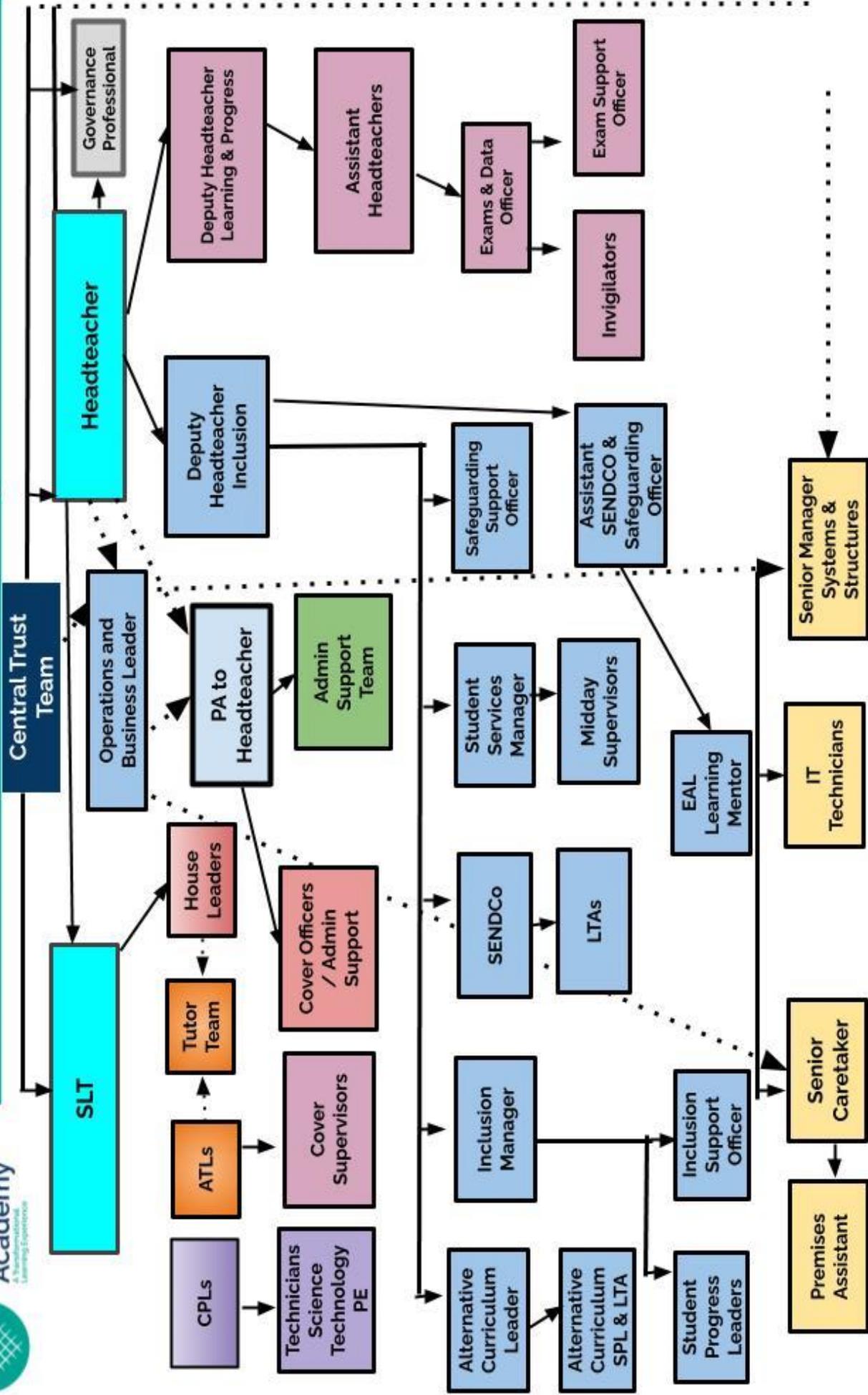
# Transforming Lives

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



The St Lawrence Academy  
A Transformative Learning Experience

# Associate Staffing Structure



GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



# St Lawrence Academies Trust

Stronger Together

## Welcome to **ST LAWRENCE ACADEMIES TRUST**

*Mike Adnitt, CEO The St Lawrence Academies Trust*

Thank you for your interest in working at The St Lawrence Academy, which is a valued partner school within St Lawrence Academies Trust.

We believe that, like our schools, staff will be stronger by working together. Strong staff, with the "skill and the will" to put children first, make the biggest impact on the education and life chances of our students.

Our aim is to create a Trust and a family of schools that is new, exciting and different! One where leaders have the freedom and flexibility to be creative with their curriculum. One where staff are encouraged to be innovative and personalise the delivery of the curriculum, so it best meets the needs of children.

We want our children to become the leaders of the future. So, the personal, moral, cultural and spiritual development of our community is key to achieving success for our children and staff. By working together we draw strength for today and give bright hope for tomorrow for our families and our communities.

*"Strength for today, bright hope for tomorrow" (Great is Thy Faithfulness, hymn)*

We are a Church of England Multi Academy Trust, based in the Diocese of Lincoln. Our Trust embraces children and staff from both church schools and non-church schools, across both the primary and secondary age range.

It is a privilege to work as CEO of St Lawrence Academies Trust. Our aim is to nurture our pupils and allow them to flourish by helping them to find the things they enjoy and are good at. Christian values and the exploration and understanding of the Christian faith underpins our work.

Hopefully you are committed to working in our Trust, as you are one of the keys that will help to unlock the potential that lies within all our children.

Unit 10-12 Concorde House  
Kirmington Business Centre  
Limber Road  
Kirmington  
North Lincolnshire  
DN39 6YP  
T 01724 747310  
E [enquiries@slatrust.co.uk](mailto:enquiries@slatrust.co.uk)  
W [www.slatrust.co.uk](http://www.slatrust.co.uk)



**Community**

**Integrity**

**Hope**

**Aspiration**



**The  
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## **Welcome Letter**

### **from the Headteacher**

Welcome to The St Lawrence Academy

Firstly many thanks for your interest in us as an educational institution and for considering us at this stage in your career. The fact that you are looking at what we are about and what we can offer is both humbling and also important to us all here at the Academy.

It is an incredibly exciting time to be joining The St Lawrence Academy. Our academy has placed the quality of education at the heart of all that we do since we opened our doors back in 2008. Whilst our outcomes continue to be strong, we focus on the holistic development and education of our students and are proud of their successes.

Our mission statement of "transformation for all" transcends to our students but also our wider body of staff as we seek to develop and guide people through our programmes of education, curriculum delivery but also through prioritising our staff development with a bespoke CPD session with additional time allocated for staff development on a Friday afternoon, where students finish early.

Our core values underpin our intent of creating an enriching and aspirational curriculum so that our young people can become successful learners, confident, well rounded individuals and also responsible citizens. Our building and facilities are something we continue to be very proud of with a significant amount of care and attention placed in ensuring our future plans and budgetary commitments match our ambition and intent.

The importance we place on our systems, digital platforms, technologies and staff access plus training continues to be a high priority to ensure that staff are fully resourced and comfortable but also that our students have the best access to learning resources that support, extend and challenge their learning journeys and outcomes.

We are more than happy to facilitate visits to the Academy and encourage you to come and see what The St Lawrence Academy is all about.

I look forward to hearing from you.

Matt Hire  
Headteacher



**GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH**



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## **Welcome Letter**

### **from the Head Prefects**

"Transform your life": the academy's motto that speaks the truth. During my transformative journey at The St Lawrence Academy, I can confidently affirm that I have transformed my life through experiencing both tremendous educational and personal growth. The academy provided an environment where I flourished, embracing new friendships, fostering self-assurance, and discovering my voice. Immersed in a vibrant community, I have had the privilege of interacting with individuals from diverse backgrounds, opening myself up to endless opportunities for learning and personal development. The prevailing sense of unity within the academy ensured that no challenge was ever faced alone, as both students and staff had support readily available at all times. Guided by a set of core values containing generosity, respect, justice, forgiveness and truth, the academy nurtured a positive mindset among students, emphasising the importance of character development to prepare them for the future. The prospect of teaching students who genuinely value and enjoy their education must be undeniably rewarding. So, why pass up on such a remarkable opportunity?

- Sajid Ahmed - Head Prefect

I can positively say that throughout the four years at The St Lawrence Academy, more than anything, I have grown. Whether it's making new friends, gaining self-confidence or finding my own voice, teachers were always there to provide a supportive environment to do so.

Working at the academy means mixing with an extremely diverse group of people and allowing yourself to learn and experience new things. There is quite a togetherness throughout the building meaning whenever you're facing challenges, it's never alone because students and staff are always willing to help. The core values instil a positive mindset throughout the students and are often mentioned for students to build their moral characters for when they leave. In my opinion teaching students who value and enjoy their education must be rewarding from a teachers point of view, so why miss out on an opportunity like this?

- Martyna Kuc - Head Prefect

I have been a student at The St Lawrence Academy for 4 years and I can confidently say that this academy is a great place for teachers to work at. My journey in this academy has truly been transformational and has given me many experiences that has improved me as a person. The academy fosters a supportive and collaborative environment that encourages professional development and growth. The leadership team is approachable and supportive of other students and teachers. The students are motivated and eager to learn, which makes teaching a rewarding experience. Overall The St Lawrence Academy is a fantastic place for both new and experienced teachers to work and grow in their careers.

- Muhammad Abdullah - Head Prefect



# **GREAT**



**Post:** Learning and Teaching Assistant Level 2

**Responsible to:** SENDCo /SLT Line Manager

**Core Purpose:**

- To assist in the planning, learning, teaching and assessing the differentiated curriculum and in developing, implementing and evaluating individual education plans and individual behaviour plans, under the general direction of the teacher and SENDCo.

**Main duties / Responsibilities of post:**

- To assist in the educational and social development of students under the direction and guidance of the SENDCo and class teachers.
- Assist students with personal self-care.
- To provide support for individual students inside and outside the classroom to enable them to fully participate in activities.
- To support students during independent / group work (e.g. explaining tasks, reinforcing key objectives, concepts, vocabulary, using practical apparatus)
- To support students with emotional or behavioural problems and help develop their social and learning skills.
- To keep target students on task, motivated, engaged and interested.
- To assist in delivery of reading, spelling, communication and other programmes for small groups of students.
- To assist in the implementation of Individual Education Plans and help monitor student progress.
- In liaison with subject teachers / SENDCo, to contribute to curriculum planning,
- To provide appropriate supervision to individual or groups of students.
- To assist in assessment and review of student progress.
- To assist with day to day management of learning environment.
- To use ICT to support learning.
- Shares with the SENDCo, teachers, colleagues, supporting professionals and parents issues of concern and positive feedback about the student's welfare and achievements.

**Knowledge, Skill and Experience Required:**

- Excellent verbal and written communication skills.
- Time management and organisational skills.
- Excellent literacy and numeracy skills.
- ICT capability.
- Knowledge of child development and children's personal development needs.
- Knowledge of the implications of common disabilities in children for learning and teaching at the academy and for families of students.
- Knowledge of strategies which promote positive behaviour and discipline.
- Ability to participate fully in planned physical interventions, in student personal care routines and in moving and handling students with physical disabilities safely, using appropriate mechanical and other lifting devices, following recognised procedures.
- English and Maths qualification to GCSE Grade 4 or equivalent



### **Creativity and Innovation:**

- Monitors and is responsive to student learning and behaviour at all times by making adjustments to supervised activities.
- Monitors and is responsive to student personal needs and communication.
- Communicates effectively with teachers, other professionals and parents whenever the need arises and recognises the need to communicate.
- On the basis of their knowledge and understanding of student's needs, and responses to learning, contributes actively to the planning and review of the differentiated curriculum. Writes and reviews individual education plans/individual behaviour plans by liaising with SENDCo on targets and provision.

### **Decision Making:**

- Recognises when it is necessary to implement agreed de-escalation strategies to minimise risks of student behaviour becoming disruptive or dangerous.
- Recognises when it is necessary to make adjustments to planned activities in order to enable a student to access the curriculum fully and make progress.
- Takes action to meet student needs as they arise to avoid undue physical or mental stress.
- Responds appropriately to student attempts to communicate needs.
- Communicates information effectively to SENDCo, teachers, other professionals and parents whenever the need arises.

### **NOTES:**

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must use time in accordance with the Academy's needs as identified by the Principal/Line Manager.
3. This job description is not necessarily a comprehensive definition of the post. It will be revised at least once each year, but it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. Job descriptions will be reviewed annually.

Updated by Kate Williams June 21





## Person specification

|  | <b>ESSENTIAL</b>  | <b>DESIRABLE</b>  | <b>HOW MEASURED</b>   |
|--|---|---|---|
| <b>EXPERIENCE</b>                                | Working with young people   | <p>Knowledge of education issues including Additional Learning Needs in a secondary setting</p> <p>Experience of working in education, either mainstream or specialist settings</p> <p>Experience in supporting of children and young people with specialist educational requirements, e.g. autism</p> <p>Supporting students with complex learning difficulties including students with sensory, physical, communication, or language learning difficulties</p> <p>Experience of working with students and families from a range of cultures represented locally</p> | Application form<br>Interview                               |
| <b>EDUCATION, TRAINING AND QUALIFICATIONS</b>    | <p>Good standard of numeracy and literacy with English and Maths qualification of GCSE C or equivalent</p> <p>Computer literate</p>   | Experience in delivery numeracy and literacy interventions to small groups or individuals   | Application form<br>Interview<br>Test<br>Certificates       |
| <b>SKILLS AND KNOWLEDGE</b>                      | <p>Ability to work as part of a team and on own initiative</p> <p>Ability to participate fully in planned physical interventions, in student personal care routines and in moving &amp; handling students with physical disabilities safely following recognised procedures</p> <p>Excellent interpersonal skills and communication skills</p>  |   | Application form<br>Interview<br>References<br>Activity     |
| <b>PERSONAL AND PROFESSIONAL CHARACTERISTICS</b> | <p>Have high expectations of themselves and others within the academy community</p> <p>The ability to inspire the trust and confidence of staff, students and parents</p> <p>Be pro-active and self motivating with a readiness to innovate</p> <p>A proven commitment to developing their own professional learning</p> <p>A strong commitment to comprehensive education</p> <p>Ability to work in conjunction with whole class team and contribute actively to dealing with potentially difficult and disruptive situations</p> <p>The potential or experience to work in teams and partnerships with staff and students alike</p> <p>Ability and willingness to be flexible</p> | A commitment to developing own professional development<br>Committed to working within a Christian ethos  | Interview<br>Activity<br>References<br>Health questionnaire |
| <b>WORKING ARRANGEMENTS</b>                      |   |   | Application form<br>Interview                               |



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## **Living in North Lincolnshire**



Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its main focus for education, retail and industry. Homes in North Lincolnshire have remained affordable despite a staggering national rise.

The town centre offers independent retailers and a general market as well as a multi-screen cinema, visual arts centre, an adjacent bus station and ample car parking. There are also shopping centres around the outskirts of the town.

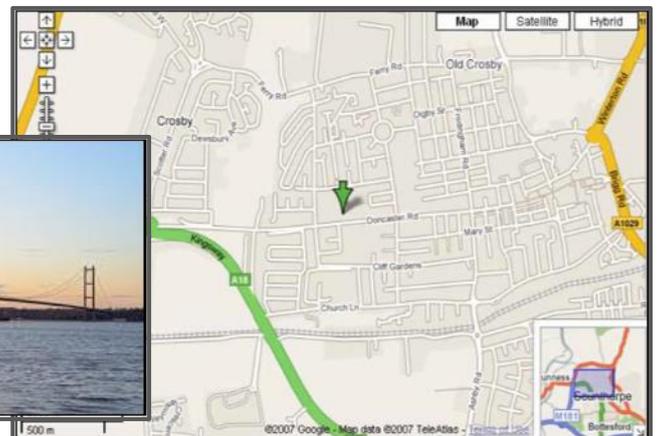
### **Location for The St Lawrence Academy Doncaster Road Scunthorpe DN15 7DF**

☎ 01724 842447 ✉ [enquiries@tsla.co.uk](mailto:enquiries@tsla.co.uk) 🏠 [www.tsla.co.uk](http://www.tsla.co.uk)

🐦 @TSLA\_info 📘 @TheStLawrenceAcademy2008

With excellent and uncongested motorways, you can reach North Lincolnshire quickly and easily. The M180 connects directly to the M18, which offers onward links to the M62, A1 and M1. The Humber Bridge is easily accessible, 17 miles away from Scunthorpe. There is many areas of affordable and appealing housing in the area.

Scunthorpe is home to Scunthorpe United Football Club. The St Lawrence Academy is base for the Scunthorpe United Youth Squad who train in the academy grounds they also mentor and conduct workshops and projects with our students.





The  
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## How to Apply

### Applying

If you decide to apply for this post please download an application pack along with the Application Form from our website [www.tsla.co.uk](http://www.tsla.co.uk)

We expect a formal letter of application (supporting statement), along with the Application Form, and it should be no longer than 2 sides of A4 and should address the selection criteria detailed in the Person Specification and job description.

Please return your completed application by the closing date detailed on the advert to Lorna Johnson [ljohnson@tsla.co.uk](mailto:ljohnson@tsla.co.uk)

### Visits to the academy:

Candidates who would like a professional conversation about the role or to arrange a visit please contact Lorna Johnson, PA to the Headteacher and SLT on 01724 842447 or email to [enquiries@tsla.co.uk](mailto:enquiries@tsla.co.uk)

### Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post.

### Person Specification

This specification sets out which criteria will be used to shortlist candidates for interview.

*"The St Lawrence Academies Trust is dedicated to best supporting children, staff and local communities. Our philosophy is that our partner schools will be stronger together. Please visit the trust website [www.slatrust.co.uk](http://www.slatrust.co.uk) to find out more about the vision and ethos of The St Lawrence Academies Trust"*



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St Lawrence Academies Trust



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# Transforming Lives

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