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Recruitment Pack

# LEARNING SUPPORT ASSISTANT

May 2025



**Carshalton**  
High School for **Girls**

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# WELCOME FROM THE HEADTEACHER

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Dear Candidate

Thank you for your interest in the position of Learning Support Assistant at Carshalton High School for Girls.

Carshalton Girls is an all-girls' secondary school, and part of the Girls' Learning Trust (GLT), located in Carshalton in the London Borough of Sutton.

I believe that a great school is one in which everyone – staff and students alike – feel that they belong and are able to thrive in their studies or professional development. My leadership is relentlessly focused on building that warm, strong community of learners out of which fantastic outcomes are a natural consequence.

All staff at Carshalton Girls can expect high levels of support in developing their professional skills in a close-knit, truly inclusive staff team.

To be a successful candidate for this position at Carshalton Girls, you will need to:

- relish working with children with different backgrounds and abilities
- see your work as more than just a job
- be committed to building positive and affirming relationships with our girls, and
- be a truly reflective professional who wants to continually improve

If this sounds like you, I would very much welcome your application.

Yours faithfully

**Peter Baumann-Winn**  
Headteacher



# OUR SCHOOL

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## **Our School**

Carshalton Girls is a successful and welcoming school for girls aged between 11 and 18. The school has expanded in recent years, is popular in the local community and has a growing Sixth Form. The student body in our school is truly diverse, both in heritage and educational starting point.

The school is within easy commuting distance for London and surrounding counties by train, bus and car. It is a very short walk to Carshalton station for trains that take approximately 30 minutes to London Victoria, by Southern Rail, or 45 minutes to London St Pancras, by Thameslink. The school is also within easy commuting range of south London and Surrey.

## **Our Mission**

Our mission is to be an exceptional community of teachers and learners. We are unashamedly aspirational for our students and aim to equip them with the knowledge, skills and dispositions they need to be successful, both academically and in their wider lives.

There is a culture of celebration established and reinforced by regular rewards and recognition of students' achievements. Our school values make explicit the traits and behaviours we prize.

## **Our Curriculum**

Our curriculum has been carefully crafted to serve our students. It is made up of five component curriculums, each based on principles of relevance, coherence, communication, confidence and inspiration.

### **The Subject Curriculum**

The subject curriculum is broad, knowledge rich and has an academic core. We prioritise the accrual of powerful knowledge not just for its own sake, but to maximise students' potential social mobility. At Key Stage 3 all students study a core offer of English, Maths, Science and MFL with all students studying History and Geography until the end of Year 9 where they choose at least one to carry forward onto GCSE. The study of STEM, Computer Science, Art, Religious Studies, Citizenship and Music continues into Year 9. At Key Stage 4 all students study separate Sciences and the vast majority also study a language. At Key Stage 5 students typically opt for three A level subjects. The traditional core of our curriculum is complemented by a range of vocation course choices at Key Stages 4 and 5.

Curriculum delivery is consistent across the school. Teaching supported by the staff handbook of practical strategies that are tried and tested to work in context. At Key Stages 3 and 4 the primary curriculum medium is bespoke workbooks produced in-house rather than the textbooks and exercise books. This reflects the care, pedagogical expertise and subject knowledge of our great teachers. There is a scheduled CPD programme, most of which is dedicated to working within departments in sessions focussing on successful development and delivery of the curriculum. Teaching is supported by a whole school behaviour system which is compassionate, clear and effectual.

### **The Careers Curriculum**

The Careers Curriculum enables our students' successful transition to a future career path. It provides opportunities, through instruction and guidance, to build aspirations, develop capabilities, develop interests to support the making of informed decisions about subject choices and pathways. The Careers Curriculum contains a structured programme of activities to support students during key transition points at 13, 16 and 18 years old.

### **The Literacy Curriculum**

We prioritise a culture of reading, advantaging disadvantaged students who may not read widely at home. The Literacy Curriculum is realised in a daily Tutor Reads Programme, wider

reading and subject disciplinary reading. These contain carefully selected texts, are sequenced and link across curriculum areas, providing a relevant and coherent schedule.

### **The Leadership Curriculum**

The Leadership Curriculum provides opportunities for students to develop leadership skills through a variety of inspiring, challenging initiatives which impact positively on learning, teaching and well-being for both students and staff. Students are enabled to become effective, influential, and compassionate leaders in society through a range of inspiring leadership opportunities. The Leadership Curriculum is wide-ranging, inclusive, and accessible to all, particularly our disadvantaged students.

### **The Pastoral Curriculum**

The Pastoral Curriculum is a broad and varied programme which enriches the experiences and improves the outcomes of our students, particularly the disadvantaged both at school, and in the wider life. The Pastoral Curriculum acknowledges that our students are growing up in an increasingly complex world where lives are lived seamlessly on and off-line, and our students are taught of the opportunities and the particular challenges this presents to girls. An excellent Pastoral Curriculum for every student is core to education at Carshalton Girls.

Our students enjoy a full range of extra-curricular activities and our staff are fully involved in this offer. We stage an annual school production and numerous music evenings. There are numerous successful sports teams and clubs and dance groups. There are a range of societies including crochet, chess, origami and LGBTQI+. We have an exciting variety of trips and visits, in school, in London, further afield and internationally.



# OUR LEADERSHIP TEAM

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The Senior Leadership Team at Carshalton Girls has a wealth of education experience and includes two Deputy Headteachers and five Assistant Headteachers work closely and supportively with Directors and Head of Department to plan for the future development of our successful school. Collaborative and open working practices ensure coherence and clarity in the leadership and management of the school. The Local Governing Body is a strong and supportive team with considerable professional expertise.

## **Peter Baumann-Winn (Headteacher)**

Peter was appointed as Headteacher of Carshalton High School for Girls in September 2024. His professional background is as a lawyer working in the corporate sector. He had a career change to education in 2009. Prior to joining Carshalton Girls he was Assistant Head at St Marylebone CE School for Girls in central London and then Deputy Head at The Kingston Academy in Kingston upon Thames. As well as degrees in Philosophy & Politics and Law, Peter has the National Professional Qualification for Headship (NPQH).

## **Jaqueline Green (Deputy Headteacher)**

Jacqui joined Carshalton Girls in September 2023 and leads on the quality of education across the school and also has responsibility for pupil outcomes. She has over 15 years teaching experience in London schools and has been a senior leader for 8 years in roles focusing on curriculum, teaching and learning, and professional development. Jacqui has a BA in History from Cardiff University but made the decision to become an English teacher due to her passion for literature.

## **Martin Sambrook (Deputy Headteacher)**

Martin leads on curriculum and literacy. He has responsibility for staffing, timetabling and quality of the education. He also oversees staff performance. Martin has over twenty-five years of experience teaching and leading in comprehensive schools and has spent the majority of his career at Carshalton High School for Girls. He is a graduate of Southampton University and holds an MA in History in Education from UCL Institute of Education. Martin brings an expert knowledge of curriculum and the demands and opportunities of all-girls education.

## **Fiona Crump (Assistant Headteacher)**

Fiona leads on pastoral care and student wellbeing. She also oversees homework, school values, the Personal Development Programme, and the staff Teaching and Learning Coaches. Fiona graduated with a degree in English from the University of Reading before undertaking her PGCE at the Institute of Education, University of London. She has over twenty-five years of experience teaching and leading in girls' schools across London. Fiona is committed to preparing students for successful and happy lives, academically and personally.

## **Pamela Durrett (Assistant Headteacher)**

Pamela leads on pupil premium, examinations and student experience. She oversees the development of the careers programme and early career teachers. Pamela has over fifteen years of teaching experience, all of which have been with Carshalton High School for Girls; five of these were in a curriculum leadership role and five in the Senior Leadership Team. She holds an MA in Economic and Social History from the University of Glasgow.

**Pip Jones**  
**(Assistant Headteacher)**

Pip leads on the co-curricular and house programmes, rewards and student leadership. She is responsible for ensuring a culture of kindness at Carshalton and further developing the offer of trips and clubs. Pip joined us in September 2024 with experience in both pastoral and curriculum leadership. She holds an MA in Education from St Mary's University, Twickenham. Pip is passionate about ensuring all Carshalton Girls students reach their full potential and become the best version of themselves.

**Belinda Norman**  
**(Assistant Headteacher, Director of Sixth Form)**

Belinda leads the Sixth Form. She also has oversight of rewards, the Leadership Curriculum and the House system. Belinda has over thirty years of teaching, predominantly in the borough of Sutton. She is a graduate of Chichester University with a B.Ed. Hons in Physical Education and has an MA in Education from Roehampton University. Belinda has extensive experience within teacher training, training and supporting staff in schools. She is an Advanced Skills Teacher and Specialist Leader in Education. Belinda is passionate about teaching and learning and supporting girls' leadership.

**Sotonye Odugbemi**  
**(Assistant Headteacher, Teaching & Learning)**

Sotonye leads on teaching & learning and staff CPD. She has experience in raising standards and pastoral care and has led whole school DEI initiatives through her involvement in "*The School that tried to end racism*" documentary. She holds a BA in French and Music and an MPhil in French Literature from University of Bristol, a PhD in Socio-cultural memory from UCL, and a National Professional Qualification in Leading Teacher Development (NPQLTD).



# OUR TRUST

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## What is the Girls' Learning Trust?

The Girls' Learning Trust is the UK's largest all-girls, all-state-funded multi-academy trust, currently comprising three high-performing schools:

- Nonsuch High School for Girls
- Wallington High School for Girls
- Carshalton High School for Girls

Together, these schools educate more than 4,500 students and employ nearly 500 staff. The Trust has a combined annual income of over £30 million and a strong reputation for academic achievement, leadership development, and inclusive practice.

## What is our purpose and education mission?

Our purpose is transforming lives through girls' education.

For **students**, we help them achieve their full potential by creating an inclusive, supportive and aspirational learning environment. We equip them with the knowledge, skills, and confidence to thrive in school and in life, preparing them for their future.

For **staff**, we create a positive working environment where they are valued, supported, and motivated. We offer opportunities for development and career growth, encouraging collaboration and enabling everyone to contribute to the success of our students and the whole Trust.

For **schools**, we support and assure their education development with the freedom and autonomy to define their own values and priorities, respecting their individual character and unique identities. We promote collaboration across the Trust, enabling sharing of resources, exchanging ideas, and driving continuous improvement.

For **society**, we forge strong partnerships with parents, local groups, and other stakeholders to enrich our schools and students' educational experiences. We actively engage with the community to create a positive impact and foster a sense of civic responsibility in our students, staff and volunteers.

Our Education Mission is to empower girls to thrive through a holistic, rigorous and transformative education that nurtures their intellectual, emotional, and personal growth.

We believe in the limitless potential of our students. All our schools are empowered to develop their own education vision that reflects their local context and needs of their students. But this is underpinned by a shared belief in:

1. The transformative power of girls-only education
2. The holistic measurement of success based on the whole student
3. The prioritisation of student wellbeing and character development
4. The promotion of girls' leadership rooted in strong values
5. The value of equity, diversity and inclusion

## How is a MAT different from a local authority school?

Academies within a Multi-Academy Trust (MAT) operate independently of local authorities. Unlike maintained schools, which are overseen by a local council and receive funding through the local authority, MATs receive their funding directly from the Department for Education (DfE). This gives MATs more freedom and flexibility in areas such as curriculum design, staff pay and conditions, and resource management - but it also comes with increased responsibility and accountability to central government.

In a MAT, the Trust Board and CEO are legally responsible for every aspect of the organisation's performance, including finance, compliance, governance, safeguarding, and school improvement. Local authorities no longer have any role in school oversight or intervention.

At the Girls' Learning Trust, this autonomy enables the Trust to implement its own Strategy and Operating Model, which aligns leadership, curriculum priorities, and educational assurance across all three schools. For example, the Trust sets its own policies for staffing, admissions coordination, educational development, and financial planning—while still complying with national statutory requirements. This enables the Trust to act more decisively and innovatively than would be possible under a local authority model, while remaining firmly committed to its mission of transforming lives through girls' education.

### **What is the history of the Girls' Learning Trust?**

In 2015, Nonsuch High School for Girls formed a multi-academy trust with Wallington High School for Girls, the Nonsuch & Wallington Education Trust. In 2018, the company changed its name to Girls' Learning Trust (GLT) and later that year Carshalton High School for Girls joined the MAT.

Our schools share many characteristics and are held in high regard by the local community. They are high performing and deliver a broad, balanced and challenging curriculum setting high expectations. Students benefit from being taught by well-qualified, dedicated and committed staff who are experts in girls' education. The Trust benefits from the expertise within an executive support staff team that provides shared services for schools, including finance, estates, IT, procurement, capital development projects, HR, governance, audit and risk. This core team of professionals ensure consistent methods of operation, strong quality assurance and best value across the Trust.

Relationships in the Trust, between staff and students or between colleagues, are built on mutual trust and respect. These relationships drive school improvement and contribute to the wellbeing of everyone. Visitors often comment on the high levels of motivation and positive behaviour of the students, the commitment and professionalism of the staff and the well-equipped school buildings. Strong academic performance is complemented by highly effective pastoral care. We believe in offering a broad experience that goes well beyond the academic, and girls are encouraged to develop their confidence, independence and resilience across a wide range of enrichment and extra-curricular activities.

### **What makes the Girls' Learning Trust special?**

While we work across the Trust to support school performance and ensure value for public money, we believe in allowing our schools autonomy in developing approaches to pedagogy and the curriculum that will deliver the very best outcomes for their students. Nevertheless, our shared commitments and the many opportunities we have for collaboration across our schools mean that we learn lots from each other and that we remain outward-focussed.

### **What is it like working at the Girls' Learning Trust?**

Being part of the Trust means that no school works in isolation. We are stronger together—not by erasing difference, but by celebrating it in a community where excellence, equity, and empowerment are shared aims.

Staff are supported to thrive through high-quality development, cross-Trust networks, and streamlined operations that reduce workload and stress.

- Access to professional development pathways, from early career to senior leadership, aligned with a Trust-wide framework that supports progression.
- Collaboration with expert colleagues in girls' education, through forums, networks, and school-to-school support that promote both excellence and innovation.

- Staff voice embedded in strategy, with regular consultation and survey data used to inform Trust planning and improvement.
- Workload reduction and greater wellbeing, through high-quality shared services in HR, IT, finance, governance, and estates.
- Job security and career mobility within a growing, values-led Trust, enabling staff to thrive professionally without losing connection to their school's identity.

### **Our commitments to you**

To support the achievement of our education mission, we recognise that our strength lies in the talent and dedication of our staff and we will prioritise recruitment and retention strategies that attract high performing people who align with our shared ethos and reflect the communities we serve. Professional growth and personal wellbeing are central to our approach. We will provide continuous learning and development opportunities that will help staff thrive and progress their careers. We will uphold a culture that promotes kindness, collaboration and recognition, ensuring an open, safe, supportive and inclusive environment where all individuals feel heard, valued and are empowered to contribute to our mission.

### **Our commitments to each other**

We know that our people are our strength and deserve the highest standards. We want everyone working within our community, whether as a volunteer, contractor or member of staff, to feel valued, supported and part of a cohesive team, working in a safe environment with the resources they need to thrive. To support this aim, it is vitally important that our core commitments of integrity, collaboration and reflection are shared. These commitments should act as our reference point; they should unite and orientate us, helping us hold ourselves and each other to account.

We will act with **integrity**. It is our anchor value and ensures that we act with kindness, we maintain fairness and we are positive role models. In our interactions we will:

- Consider what we do and what we say, ensuring kindness, honesty and understanding.
- Be consistent, respectful and fair in our approach.
- Do the right thing even when it might be difficult.
- Maintain accountability, owning mistakes, understanding that working to resolve them is an essential component of long-term success.

We will be **collaborative** in our working style, looking towards cooperation and codesign where beneficial, and involving those affected by decisions in the development of solutions. In our interactions we will:

- Listen to and support each other, encouraging diverse perspectives or beliefs and providing opportunities for others to feed into work at an early stage.
- Share ideas, knowledge and learning, to help us understand and develop together.
- Encourage active participation from others in decision-making or problem-solving processes, seeking solutions that work for everyone where possible.
- Be unafraid to ask for help or support and be willing to provide the same to others.

We will take time to be **reflective**, understanding that better-decisions will be made, and better work will be produced, when we give ourselves the space to learn and develop. In our interactions we will:

- Have the courage to welcome constructive feedback from others to help us better understand.
- Provide time to reflect on our activities and ask ourselves the question, can we do it differently?
- Foster a thoughtful approach to our work, being open to learning, adapting and sharing.

- Allow others the time and space to reflect, understanding that we are all individuals with differing working styles and needs.

Additionally, we require all leaders working across the Trust to demonstrate and role model **positivity** in attitudes to day-to-day challenges and support others to do the same. As leaders in our interactions we will:

- Adopt a balanced perspective, framing setbacks as temporary and focusing on longer term goals and the bigger picture.
- Approach challenges with optimism and renewed energy.
- Exhibit a 'can do' attitude, engendering a positive mindset in others.
- Be forward thinking, pragmatic and solution focused.

### **Our commitment to Equity, Diversity and Inclusion**

At the Girls' Learning Trust (GLT), Equity, Diversity and Inclusion (EDI) is not an optional add-on or a standalone policy area—it is a fundamental thread running through the Trust's purpose, education mission, and all five strategic priorities. Our commitment is clear: we will transform lives through girls' education by ensuring that every student and member of staff can thrive, regardless of background or identity.

The strategy embeds EDI in the following ways:

- **Strategic Integration:** EDI is interwoven across all five strategic priorities, from achieving strong outcomes and developing inclusive school cultures, to building empowered leadership and securing long-term organisational sustainability. This means EDI is considered in all key decisions, not treated as a separate initiative.
- **Data-Driven Accountability:** The Trust tracks outcomes across a wide range of characteristics—including economic disadvantage, SEND status, ethnicity, and gender identity—using this analysis to identify gaps and inform action. These insights feed into each school's development plan and the Trust's annual KPI framework, which explicitly references equity-related metrics.
- **Statutory Compliance and Beyond:** All schools are required to publish clear and measurable Equality Objectives under the Trust's Public Sector Equality Duty, but the Trust's ambition goes further. Schools are expected to engage in regular reflection on inclusion and equity, supported by central tools and challenge processes.
- **Training and Capacity Building:** The Trust provides training for leaders, teachers, governors, and central staff on issues such as unconscious bias, inclusive language, and structural disadvantage. This professional learning is built into the Operating Model and offered through Trust-wide CPD and leadership programmes.
- **Inclusive Practice and Representation:** Schools are supported to ensure that curriculum materials, displays, assemblies, and communications reflect the diversity of the communities we serve. Representation matters—students should see themselves in the content they learn, the staff who support them, and the values that underpin their school.
- **Local Reflection and Ownership:** While the strategy sets a Trust-wide direction, each school is empowered to reflect on and address its own inclusion gaps. This is supported by tools such as EDI self-assessments, consultation models, and community engagement frameworks—ensuring that inclusion work is both consistent and context-sensitive.

# OUR DEPARTMENT

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The Learning Support Department (SEND) works with students who face challenges in their day to day learning experience because of their additional needs. Students with special education needs and disabilities (SEND) are approximately 13% of our student population at any given time.

We are a large and well-trained team of Learning Support Assistants, an EAL Co-ordinator, SEND Administrator, Deputy SENDCo and SENDCo.

We provide in-lesson support and small group interventions. All of our work is aimed at helping students to become independent learners and is in line with the Code of Practice as issued by the Department for Education.

We work to identify children with special educational needs through regular and thorough assessment, liaising with teaching colleagues and by listening to parents and students. This allows us to then plan an appropriate graduated response so that each child's needs are met fully whilst they attend Carshalton Girls. For some students, we may seek the expertise and advice of specialist, such as Educational Psychologists, with whom we work closely.

We firmly believe that the best progress is made when there are strong, positive relationships between the school and home and this is true of children with special educational needs as well. We work hard to build a partnership with each student and their family by regularly communicating with them, whether at Parent Consultation Evenings or on an individual basis, and involving them in key decisions about their child's education and future.

## **Curriculum**

Carshalton Girls seeks to plan, organise and deliver a curriculum on the principle of equal opportunity for all students in the belief that all young people are entitled to a broad and balanced curriculum that is relevant to their individual needs whilst they attend school. The work of the Learning Support Department seeks to complement and support the high quality teaching that students receive in mainstream classrooms, where they will spend the majority of their time.

With this in mind, the majority of students on the SEND register will study a full range of subjects from Year 7 through to Year 13, including the opportunity for vocational qualifications from Year 9 onwards. Where appropriate, the individual needs of a minority of students may require a different approach. At CHSG, this includes the options of a Nurture Group at Key Stage 3 and an Alternative Provision pathway at Key Stage 4, both of which the Learning Support Department are heavily involved with.

## **Facilities and Resources**

The Learning Support Department has its own purpose built space within the school that was constructed in the late Spring of 2023. The department has access to three classrooms, two therapy rooms, office space and a well-being room, all designed and equipped in consultation with the department. These bespoke facilities allow the department and external specialists to work with students in a safe, nurturing environment.

The department works closely with a variety of external specialists, either provided by the local authority or as a bought-in service by the school. This includes but is not limited to, Educational Psychologists, Play Therapists, Drama therapists, Hearing and Visual Impairment teams, Speech and Language therapists and Education Wellbeing practitioners. The school also has its own counsellor who works full time with students.

# OUR COMMITMENT TO YOU

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Staff are our most valued asset, and we place a high emphasis on staff well-being and professional development.

## Teaching and Learning

- No formal observations.
- Staff handbook with clear guidelines that support teaching consistency and high standards whilst facilitating autonomy and teacher development.
- Planning supported by shared schemes of work and in-house workbooks.
- Easy access to SEND register with clear practical support strategies updated termly.
- Assessment Policy: three times per year for year 12 and twice per year for all other year groups.
- Marking Policy: no written feedback, whole class feedback 2-4 times per term dependent on subject and key stage.
- All members of SLT teach and take an active interest in developing teaching and learning.
- Combined school diary and planner organised in advance for ease of planning.

## Meetings and Data

- Meetings and data drops spread across the calendar using the same data for different audiences with a maximum of 3 data drops per year group per year.
- Succinct weekly briefing creates a positive start to the working week.
- Short teaching and learning CPD creates a positive end to the week
- School events and meetings held on the same nights to aid with organisation.
- Clear and transparent directed time (adhering to the 1265-time limit) with daily directed time ending at 3.20pm.
- School closes at 5.30 every night.

## Facilities and IT

- Staff-only IT facilities, away from the classroom to allow for effective use of planning and marking time.
- Weekly bulletin delivers all essential information to reduce email traffic.
- Staff only expected to respond to emails in working hours.
- CPOMS for ease of reporting and recording welfare and safeguarding concerns.
- Easy access to photocopiers.
- On site IT support and reprographics assistant.

## Training and Career Development

- Regular dept CPD to support individual needs and incorporate shared planning and shared resource development.
- Tailored CPD for support staff.
- Comprehensive new staff and Early Careers Teacher induction, training and support.
- Optional Teach-meet sessions to develop pedagogy.
- Sharing good practice optimised in meetings.
- CPD and meetings finish by 4.10pm.
- All new teaching staff work with a dedicated Teaching and Learning Coach.
- Performance Development targets tailored to individual development.

- Cross Trust opportunities to develop expertise, including an annual GLT Conference.
- In-house experts on teaching and learning to help and support.
- Opportunities for leadership development and active support of NPQ applicants.

## **Behaviour**

- High expectations of behaviour and a clear consistent approach to reinforcement.
- Clear and transparent behaviour policy.
- SLT on daily break and lunch duty to support behaviour management.
- Student support team provide targeted support.
- Each year group has a Pastoral Support Officer, Assistant Head of Year and Head of Year. Assistant Headteacher (Pastoral) works with the HOY to improve standards of behaviour.
- Centralised late procedure and detentions. Class teachers do not staff detentions.

## **Wellbeing**

- A clear, consistent, fair staff absentee policy.
- Certified medical and personal illness absence - no need for cover to be set.
- Employee assistant programme and occupational health available on request.
- Confidentiality around personal leave.
- Designated wellbeing lead.
- Wellbeing dog.
- Wellbeing taskforce (made up of Carshalton Girls staff) creates a strategic school plan informed by an annual survey. Taskforce links with GLT Wellbeing taskforce.
- Recognition, praise and thanks for going above and beyond including thank you cards from colleagues.
- Training of Mental Health Champions to support staff and students.
- Late starts after Secondary Transfer Evening, Parent Consultation Evenings and major holidays.
- Catering company in the canteen meet a wide variety of dietary requirements.
- Only one break duty a week for teaching staff.

## **Social**

- Winter, spring and summer staff social events and half-termly whole staff coffee and cakes.
- Annual whole school community picnic /big conversation.
- Staff room with free tea and coffee available
- Birthday, wedding and new baby cards given to staff.

## **General**

- Supportive colleagues with good staff working relationships, an open-door policy and supportive Middle and Senior Leadership Team.
- Collegiate approach to management, transparent with staff feedback considered.



## THE OPPORTUNITY

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We have a vacancy for a confident, organised and friendly person to join our SEND team, supporting student achievement and progress.

The hours are 32.5 hours per week, 5 days a week, term time and INSET days. The start time is 8.15am (8.10am on a Monday) but the finish time may vary depending on the requirements of the students and will be agreed with the successful candidate.

The start date is Tuesday 1<sup>st</sup> July 2025.

### **The successful candidate will:**

- Have a desire to support special educational needs and disability
- Be an organised team player
- A commitment to improving the life chances of all our students and be willing to go the extra distance to do so

### **We offer**

- An aspirational vision of education
- A continuous programme of CPD with the opportunity for national qualifications.
- A welcoming, friendly and supportive environment
- A school that has wellbeing as a high priority for students and staff
- Benefits including a two week October half term holiday, eye care vouchers, cycle to work scheme, free tea/coffee/milk in the staff room and staff events at the end of each term and an Employee Assistance Programme providing free, confidential advice on a variety of matters.

The school is a short walk from Carshalton station. London Victoria is approximately a 30 minute journey by Southern trains, London St Pancras is approximately 45 minutes by Thameslink. The school is also within easy commuting range of South London and Surrey.

# JOB DESCRIPTION

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<b>Job Title</b>	Learning Support Assistant
<b>Reporting To</b>	SENDCo or Deputy SENDCo
<b>Salary Scale</b>	GLT Range 3 FTE £29,145 - £30,429 Pro rata salary £22,630.84 - £23,627.85
<b>Hours of work</b>	32.5 hours per week, 39 weeks per year (term time plus INSET day)

## **Main Purpose:**

- To work under the guidance of the SENDCo, Deputy SENDCo and teaching/senior staff to support the learning of students with special educational needs and disabilities.
- To assist the teacher in the management of SEND students in the classroom.
- To support behaviour specialist staff with the supervision and support of students in the school's Academic Reintegration Centre.

## **Main Duties**

The main duties of this post are:

### **Support for Students**

- Supervise and provide particular support for students, ensuring their safety and access to learning activities either in the classroom or outside the main teaching area.
- Assist with the development and implementation of individual education and behaviour plans and personal care programmes.
- Establish constructive relationships with students and interact with them according to individual needs.
- Promote the inclusion and acceptance of all students.
- Encourage students to interact with others and engage in activities led by the teacher.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Provide feedback to students in relation to progress and achievement under the guidance of the teacher.
- Supervise and support students in the school's on-site Academic Reintegration Centre.
- Plan for and deliver interventions sessions for individuals and groups of students on the SEND register.
- Deliver statutory provisions as stated by students' Education and Health Care Plans.

### **Support for Teachers**

- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans.
- Use strategies, in liaison with the teacher, to support students to achieve learning goals.
- Assist with the planning of learning activities.
- Monitor students' responses to learning activities and accurately record achievement/progress as directed.
- Provide detailed and regular feedback to teachers on students' achievement, progress, problems.
- Promote good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.
- Establish constructive relationships with parents/carers.
- Administer routine tests and invigilate exams, providing support for those students with special consideration.

- Provide administrative support as necessary, especially for SENDCo and Deputy SENDCo.

### **Support for the Curriculum**

- Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to student responses.
- Support the use of ICT in learning activities and develop students' competence and independence in its use.
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist students in their use.

### **Support for the School**

- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos, work and aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and performance development as required.
- Assist with the supervision of students out of lessons, including before and after school and at lunchtime when required.
- Accompany teaching staff and students on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher

### **Whole School**

- Play a full part in the life of the community, supporting the vision and aims of the school.
- Support the school in meeting its legal requirements for worship.
- Comply with all school and Trust policies.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by the Headteacher (or designated person) to reflect or anticipate changes in the job which are commensurate with the salary and job title.

# PERSON SPECIFICATION

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E: essential

D: desirable

<b>Qualifications and Training</b>	
Relevant CPD linked to the role of LSA	D
Pass or equivalent at Maths and English GCSE	E
<b>Experience</b>	
Experience of working with secondary age children	D
Experience of working collaboratively in a team	E
Experience of working with children with SEND	D
<b>Knowledge and Understanding</b>	
An awareness of ways in which the achievement of young people can be supported with the aim improve outcomes	E
Basic understanding of principles of child development and learning processes	D
<b>Skills and Abilities</b>	
Ability to use ICT effectively to support learning	E
Can relate well to children and adults	E
Excellent verbal and written communication skills and the ability to communicate effectively with students, staff and parents	E
Able to remain calm under pressure, prioritise tasks and meet deadlines	E
Able to manage own time and take the initiative	E
<b>Personal Attributes</b>	
A commitment to equal opportunities	E
Adaptable and dependable with excellent attendance and punctuality	E
A commitment to the safeguarding and the promotion of the welfare and development of young people.	E
A willingness to undertake relevant training	E

# APPLICATION PROCESS

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## **Safeguarding**

The Girls' Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

As well as verification of identity, we ask all employees to undertake an enhanced DBS disclosure. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties.

## **Data Protection**

As part of our recruitment process, Girls' Learning Trust collects and processes personal data relating to job applicants. The Trust is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. For further information about this and to read our Data Protection and Freedom of Information Policy, please visit: [www.girlslearningtrust.org/our-governance/policies](http://www.girlslearningtrust.org/our-governance/policies)

## **Application Process**

We operate a safer recruitment process.

We welcome applications from all suitably qualified people and aim to employ a culturally diverse workforce, which reflects the nature of our communities.

To support our commitment to reducing unconscious bias during the shortlisting process, blind shortlisting is in operation across the Trust, with all personal information about candidates removed from their application.

All applications should be through our official careers page on MyNewTerm: [Carshalton High School for Girls, Carshalton | Teaching Jobs & Education Jobs | MyNewTerm](#)

The application includes a personal statement which should clearly demonstrate how you meet the requirements set out in the Person Specification.

## **Closing Date**

Applications must be received by no later than 10am on Monday 2<sup>nd</sup> June 2025.

*Early applications are encouraged and we reserve the right to close the vacancy if a suitable candidate is found.*

## **Interviews**

Interviews will take place w/c 9<sup>th</sup> June 2025.

## **Notification & Feedback**

Candidates who have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached. Constructive feedback will be provided for all candidates invited to interview.

## **Additional Information**

If you would like to arrange an informal discussion about this exciting opportunity please email [vacancies@carshaltongirls.org.uk](mailto:vacancies@carshaltongirls.org.uk) to arrange a mutually convenient time.

