



## Learning Mentor

Location: Vanguard School, Lambeth, London  
Basis: 37 hours per week | Term Time Only  
Salary: Actual Salary Range | £22,000 to £23,618  
Plus: Includes London Weighting

---



### About Us

The 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.



Thank you for your interest in this role at Vanguard School, within Liberty Academy Trust. This is a hugely exciting time for our family of academies as we seek to grow and extend our reach so that we can make a real difference to the lives and life chances of children – and particularly those who are autistic – so they receive the educational opportunity they deserve.

The Trust currently has three academies based in the local areas of Cheshire East, Reading and Kennington; all of which are at different stages of development. We are clear on the importance of achieving long-term sustainability for our academies.

Our vision is to lead through moral purpose, whilst taking advantage of collaborative opportunities and partnership work, to secure an excellent educational offer for our children and young people. Employees within the Trust belong to a community of professionals and benefit from an increasingly wide range of networks and development opportunities across the Trust, which will increase further as we grow.

With high expectations for staff and pupils alike, those we recruit can demonstrate that they share our values, are highly motivated to work with colleagues to continuously develop their skills, pursue professional excellence, and are committed to providing the highest standards.

If you see yourself in that description, then we would be delighted to receive your application.

**Dr Nic Crossley, Chief Executive**

## The Opportunity

As a Learning Mentor, you will be able to help us transform the lives of autistic children and young people by being part of our exceptional education offer. Working alongside teachers and other Learning Mentors as part of our education team, you will help to address barriers to learning through supportive one-to-one relationships and small group work.

You will have previous experience in a supportive or caring role (paid or voluntary), with a relevant qualification or equivalent experience. You will be a great communicator who is adept at building effective relationships. But above all, you will have an enthusiasm for helping people with autism to thrive.

Our success depends on our skilled and dedicated staff. We offer a competitive salary, as well as a range of benefits and a focus on staff well-being. More importantly, we offer the opportunity to play a part in highly rewarding work, as part of an ambitious and supportive team.

## Job Description

### Purpose

The main purpose of the role is to work with our children and young people to help them address barriers to learning through supportive one-to-one relationships and small group work.

### Principal Accountabilities

#### Student-focused work

- Carry out small group and individual learning activities under the direction of the team leader.
- Have specific responsibility for supporting the learning and development of up to six named pupils as their key worker.
- 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.
- Assist in the development and implementation of Individual Education Programmes for learners and help to monitor their progress.
- Maintain challenging and high expectations and promote self-esteem and independence.
- Contribute to maintaining and evaluating records of learners' progress.
- 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 behaviour support plans.
- Co-ordinate and organise pupils attending extra-curricular activities/work experience or other out of school activities under the guidance of the class teacher.

#### Wider work

- Attend staff and team meetings.
- Contribute to the school's enrichment and extended education programme, including breakfast club, after school and lunchtime activities.
- Contribute to curriculum planning.
- Use ICT to support delivery of learning activities.

- Support the class team in the management and preparation of resources and displays.
- Work cooperatively and collaboratively with parents and other professionals.

### **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.

Job descriptions only reflect 80% of a role and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role. The job description will be kept under review and modified from time to time.

## **Person Specification**

### **Essential**

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

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

#### **Skills and Experience**

5. Previous experience in a role involving supporting or caring for others (either in a paid or voluntary capacity).
6. Ability to communicate effectively and sensitively with different people using a variety of appropriate methods, including a good standard of written and spoken English.
7. Ability to report and record accurately.
8. Ability to form and maintain effective working relationships as part of a team.

9. Good IT skills, including proficient use of Microsoft Office applications.

### **Personal Qualities and Attributes**

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

### **Desirable**

19. Experience of working with people with autistic spectrum disorders.
20. An awareness of vulnerable adults and young people's safeguarding issues and legislation
21. 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**

<b>Application deadline:</b>	17 <sup>th</sup> July 2025
<b>Interviews:</b>	21 <sup>st</sup> July 2025
<b>Anticipated start date:</b>	1 <sup>st</sup> September 2025 or As agreed

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2024. 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.

Our safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and

physical capacity for the job. It also includes undertaking online checks and an Enhanced DBS check.

We are an equal opportunities employer. Applications for this job are sought from anyone who is suitably qualified and experienced for the role, but particularly welcome from those with a diagnosis of autism or Asperger syndrome. We are very happy to discuss adjustments to the recruitment process for those that need it. Please note that we can only consider applicants who are legally entitled to work in the UK.

