



LEARNING SUPPORT ASSISTANT CANDIDATE PACK

GRADE 2



Sidney Stringer
Multi Academy Trust



Dear Candidate

Welcome to Ernesford Grange Community Academy and thank you for showing an interest in joining our team. This academy is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students and enjoying their work along the way.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools; Sidney Stringer Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Radford Primary Academy and Sidney Stringer Primary School.

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff.

Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve.

Developing our staff to be the best they can be in whatever field they choose is incredibly important and a variety of bespoke CPD opportunities is a key component of our continued improvement in high quality teaching and learning as we invest heavily in this aspect of school life. This year we are launching a new, vastly improved CPD package offering a variety of pathways alongside investment in NPQs, Masters accreditations and other external professional development opportunities. When you join the Ernesford team our mission is to keep challenging you to become even better than you ever imagined you could be!

Denise Burrows
Head Teacher
Ernesford Grange Community Academy

Our Vision, Mission and Values

OUR VISION

Excellence for All

OUR MISSION

To work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society.

OUR CORE VALUES

Respect . Determination . Kindness

Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students.
- SLT actually trust staff to work and do not micro manage everything.
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone.
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school.
- SLT listen to you and actually take on board suggestions on how to keep improving.
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

Learning Support Assistant

You will be part of a large, motivated and supportive learning support team and will work closely with members of this team as well as with teachers in departments.

This would be a fantastic opportunity for someone who wants to consider a career in teaching. Many of our Learning Support Assistants in recent years have gone on to do a PGCE or School Centred Initial Teacher Training course and have found their experience as a Learning Support Assistant invaluable. You will be expected to work independently with small groups and plan and prepare for this. You will need to have patience as well as good behaviour management skills, or the ability to develop them. You will also need a passion for working with young people and supporting those with additional barriers to their learning.

We strive to ensure that all students have equal access to a broad and balanced curriculum and our Learning Support Assistants are integral to this.



Job Description

Learning Support Assistant

Reporting to: Assistant Headteacher - Inclusion

Grade: 2

Hours: 33.5 hours per week
Monday to Friday 8.30am to 4.30pm
Term time only plus 5 days

Ernesford Grange Community Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

JOB PURPOSE

Under the instruction/guidance of teacher or Assistant Head Teacher- Inclusion and within the overall ethos of the Academy, undertake care and learning programmes and activities to support individuals or groups of pupils, including more specific support for those with special education needs, enable access to learning for students and assist the teacher in the management of students and the classroom. Work may be carried out in the classroom or in other teaching areas.

- To develop an understanding of the special educational needs of the student/s concerned.
- To take into account the student/s' special needs and ensure their access to the lesson and its content through appropriate clarification, explanations, equipment and materials.
- To build and maintain successful relationships with students, treat them consistently, with respect and consideration.
- To help promote independent learning.
- To help reinforce student learning using a range of strategies and techniques.
- To assist students with physical needs, if required.
- To help students record work in an appropriate way.
- To help students to develop study and organisational skills.
- To help keep the students on task and to build motivation.



Job Description

Continued

JOB PURPOSE CONTINUED

- To model good practice to both students and staff as an educational professional, demonstrating excellent punctuality, attendance and integrity.
- To help build the students' confidence and enhance self-esteem, inspiring them to learn.
- To have formal and informal meetings with teachers to contribute to planning lessons/activities and completion of Teacher/LSA agreements.
- To prepare materials and resources in advance of the lesson.
- To prepare students beforehand for a task.
- Use strategies, in liaison with the teacher, to support pupils to achieve learning goals.
- To work on differentiated activities with identified groups of students independent of the classroom if required.
- To support the teacher in implementing specific teaching programmes.
- To supervise practical tasks and support with differentiating these where appropriate
- To carry out structured classroom assessment/observation and feedback outcomes.
- To be involved in keeping records and evaluating identified students' progress.
- To accompany teaching staff and students on visits, trips and out of school activities as required.
- Provide support to a form tutor as a co-tutor.

- To work as part of the team in relation to individual students, liaising, advising and consulting where appropriate.
- To support implementation of school policies and procedures, including those relating to confidentiality and behaviour.
- To run, support and log in class and afterschool interventions as required e.g. precision teaching (training would be provided).
- To identify personal training needs and to attend appropriate internal and external in-service training.



OTHER DUTIES

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.
- To undertake any other duties that may be reasonably deemed part of the role.

Person Specification

QUALIFICATION AND TRAINING

Essential Requirements:

- Good numeracy/literacy skills.

Desirable Requirements:

- Evidence of qualifications in this area.
- Education to A level or its equivalent and beyond.
- Qualifications in ICT.
- Proficiency in Microsoft Office packages such as Word, Outlook and Excel.

EXPERIENCE

Essential Requirements:

- Evidence of having worked with children in some capacity.

Desirable Requirements:

- Relevant work experience in a similar environment.
- Experience of working with children with SEN, preferably at secondary age.

QUALITIES, SKILLS, KNOWLEDGE AND ABILITIES

Essential Requirements:

- A positive interest in working with students, and an ability to inspire them.
- Basic understanding of child development and learning.
- Knowledge of relevant policies/codes of practice and awareness of legislation.

Essential Requirements Continued:

- General understanding of National Curriculum and other basic learning programmes.
- Ability to relate well to children and adults; sense of humour.
- Adaptability to a range of situations, i.e. when classes need to change at short notice.
- Able to work on own and as part of a team, with strong communication skills.
- Ability to build good working relationships with a range of colleagues.
- High expectations of achievement and behaviour.
- Tactful, respectful and sensitive to the needs of others.
- Ability to work calmly and with patience.
- An ability to be organized and also creative.
- A well-developed sense of responsibility and professionalism shown at all times.
- A drive to improve the life outcomes and opportunities for our students through education.

Desirable Requirements:

- An interest in ICT.
- A passion for supporting children who have Special Educational Needs and developing their futures.
- A knowledge and understanding of assessment, monitoring, target-setting and evaluation, using this information to support students as effectively as possible.

Person Specification Continued

QUALITIES, SKILLS, KNOWLEDGE AND ABILITIES CONTINUED

Desirable Requirements Continued:

- Able to demonstrate the ability to learn and adapt from past experience, working as a reflective professional.
- A eagerness to get involved in the opportunities a dynamic and forward-thinking school brings and support the academy and its values as an ambassador of this.

HEALTH

- Evidence of the stamina required to cope with the demands of the post.

REFERENCES

- Supportive

The benefits to being a colleague within Sidney Stringer Multi Academy Trust

- 100% attendance - 1 day off following year.
- Staff Development- new leadership challenge programme and subsidies for Masters' degree
- Chromebooks for teaching staff and class sets for lessons.
- Social committee with subsidised events.
- Revision sessions paid for.
- Occupational health and counselling support
- Cycle Scheme
- Free Flu jabs
- Long service awards
- Potential to work across more than one school





How to Apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary School and Sidney Stringer Academy.

FUTHER INFORMATION

If you would like further information or to discuss the post in more detail then please contact:

Annabelle Reeves, Learning Support Lead:
areeves@egacademy.org.uk

For further details, an application form, and to apply, please visit our Website:

www.sidneystringertrust.org.uk

Please return completed application forms to the recruitment team at

recruitment@egacademy.org.uk

[No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: Ongoing

Interview date: TBC

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.

OUR VISION

Excellence for all

OUR CORE VALUES



RESPECT



DETERMINATION



KINDNESS