



# CANDIDATE BRIEF

LEARNING SUPPORT ASSISTANT



St John's School  
LEATHERHEAD



# ABOUT ST JOHN'S

Thank you for your interest in St John's. We are proud of the outstanding work that our teaching and support staff do to create the vibrant, inclusive community which characterises our school. Working with us offers an opportunity to teach, grow, contribute and become part of a forward-thinking team. We look forward to welcoming an exceptional candidate to join us. **Rebecca Evans, Acting Head**



St John's is a co-educational independent school for over 800 boys and girls aged 11 to 18 and predominantly a day school (75% day, 25% boarding) with an innovative boarding offering which includes weekly, flexi or ad hoc options to create the best possible balance between home and school life for busy families.

As soon as you walk through the door into St John's, you sense the warmth and feeling of community that pervades our school. From the historic architecture to the infectious enthusiasm of staff and pupils, this is a welcoming and exciting place in which to belong.

Founded in 1851 to provide education for the sons of the poor clergy, St John's has always been progressive and has developed significantly over time to meet the changing needs of the pupils we educate. Although we have changed with the times, our core values of courtesy, kindness, respect and tolerance hold true and remain integral to what it means to be part of St John's.

The School has a reputation for innovation, academic excellence, strong pastoral care and a first class all-round education for every pupil. Interest from prospective families is strong and growing, meaning that we are over-subscribed with five candidates for every Year 7 (11+ Lower Third) place and every Year 9 (13+ Fourth Form) place. Although there are currently over 800 pupils enrolled, our strong staff team enables us to keep class sizes small.

In the first two years of St John's, Years 7 and 8 (Lower and Upper Third), pupils belong to the Lower School. From Year 9 (Fourth Form) upwards, each pupil joins either a boarding or day house where they are cared for by a team of tutors and domestic staff who are overseen by a Housemaster or Housemistress. The strong pastoral ethos provides a supportive and nurturing environment that centres upon the development of the individual child. Delivering a truly rounded education, with rich co-curricular opportunities and experiences, is at the heart of school life and all pupils participate in the varied array of activities on offer from sport, music and drama to serving the community. The School has a Christian foundation and all pupils attend Chapel once a week.

Set in the beautiful Surrey countryside, the School's 50-acre campus is a short stroll into Leatherhead town centre and just 45 minutes by train to the cultural attractions of nearby London. It has excellent transport links by road, rail and nearby airports Heathrow and Gatwick. We are fortunate to have an impressive campus with a stunning mix of mid Victorian architecture and purpose-built contemporary additions. Our facilities are excellent and, from the state-of-the-art Sports Centre opened in 2019 to the high quality IT infrastructure which enables our Bring Your Own Device (BYOD) policy, we ensure that we create the best possible environment in which to learn and work.



# WORKING AT ST JOHN'S

**We believe there is no limit to our pupils' potential and, in this vibrant learning community, we encourage our pupils to work hard, aim high, help others and have fun. None of this is possible without the exceptional team of people who make up St John's staff. We value the expertise, energy and commitment of our staff across all areas of school life and reward, support and develop our employees accordingly. Attracting and retaining the very best people is fundamental to allowing us to take St John's forward.**

Our academic staff body is actively involved in developing creative and sophisticated teaching and learning practices through regular CPD, self-reflection and peer observations. Class sizes are small, our staff support is first-rate and the high standards set in the classroom reflect in excellent public examination results. We are firm believers that academic results are not the only measure of a successful education and our rounded approach aims to create open-minded, thoughtful, confident and happy young men and women who will go on to have productive, positive experiences in higher education and their adult lives.

Our support staff are integral to the wider success of the School. They are highly skilled professionals whose expertise allows the School to function effectively across functions as diverse as estates, operations, communications, catering, pastoral care, IT, finance and HR.



# EMPLOYEE BENEFITS

## PROFESSIONAL REWARD AND DEVELOPMENT

*We recognise the expertise of our staff and aim to create an inspiring environment in which you can work to your full potential and develop your career.*

### What We Offer:

- A competitive remuneration package with additional allowances for extra responsibilities
- A comprehensive induction and CPD programme for all levels of staff
- Regular appraisals to reflect on professional practice and developmental opportunities
- Full commitment to the induction and training of ECTs, providing excellent support and ongoing training and support with teacher training for unqualified teachers
- A comprehensive INSET programme delivering high quality seminars, shared good practice, first aid training and insights from expert external speakers
- High quality IT facilities, hardware and software
- Well-resourced departments
- Automatic enrolment into the School's pension schemes.

## REWARDS AND PERKS

*To make everyday life just that bit easier, we are continually developing the variety of rewards, discounts and perks that we can offer our staff.*

### What We Offer:

- A discount on school fees for staff children who satisfy the admissions criteria (following successful completion of probationary period / proportionally reduced for part time members of staff)
- Free parking
- Cycle to Work Scheme
- Microsoft 365 for up to five personal devices
- Interest free School Loan
- Access to discounts at popular retailers
- Discounts are also available at local businesses such as Nuffield Health in Leatherhead.

## HEALTH AND WELLBEING

*Your health and wellbeing is important to us and we encourage our staff to make use of the services offered to help you live and work healthily and happily.*

### What We Offer:

- Family friendly policies including flexible working, enhanced maternity and paternity pay
- A fun, free weekly bootcamp to get fit in an encouraging, motivating environment
- Use of the School's Sports Centre and outstanding sports facilities, including the swimming pool, at agreed times
- Access to the Employee Assistance Programme (Education Support Partnership) which provides caring and compassionate advice and support on professional or personal matters
- During term time, our excellent Catering Department provides meals and refreshments
- Free flu vaccinations
- Access to Wellbeing Champions.

## COMMUNITY AND ENVIRONMENT

*This is a stimulating, welcoming community where colleagues build supportive professional relationships and friendships.*

### What We Offer:

- A supportive network of experienced Heads of Department, Senior House Staff and the Senior Management Team
- Highly skilled support and academic staff who, together, are integral to the successful running of the School
- As part of the staff community you can take part in enjoyable social events, sports activities and more...
- A beautiful environment which combines well-maintained historic buildings with state-of-the-art facilities
- Many parts of our beautiful and flexible school site are available to hire at a discounted rate for staff



# THE ROLE

The Teaching Assistant will support pupils with individual needs by working with them one-to-one, both in and out of the classroom. The Teaching Assistant will help them with their educational and social development and support teachers in enabling full access to and inclusion in school life. The successful candidate will play a full and active role in the pastoral and co-curricular life of the School.

## MAIN ROLE

- Main role is to care for a pupil with severe epilepsy and Autistic Spectrum Disorder.
- Knowing the documented needs and strategies for SEND pupils.
- Updating and contributing to the EHCP and PEEP reports.

## MAIN RESPONSIBILITIES

- To make sure the pupil is safe during transit between lessons.
- To attend lessons that have a practical element e.g. Science – this is for safety reasons.
- To attend all activities on site and off site when needed.
- To attend lessons if the pupil is unwell so that an accurate record is kept for them.
- To help with general organisation of books and locker to make sure they have all equipment for their lessons.
- Undertake specialist training to deal with focal and tonic chronic epileptic seizures.
- To liaise with the Medical Centre about general care for the pupil whilst on site.
- To be confident in noticing when absent seizures occur and alerting the teacher and Medical Centre. To be able to

handle tonic chronic seizures and the procedures that go with this condition and incidences. To liaise with Medical Centre, and parents.

- To keep accurate daily records of the pupil's condition and their seizures and types of seizures.
- Liaising with staff responsible for the pupil, House Master, Tutor and other medical and school leaders.
- Training
- To attend inset days and any other staff training.
- To invigilate whilst the pupil is sitting assessments.
- To update first aid training and training in Epilepsy .



# PERSON SPECIFICATION

## EXPERIENCE, SKILLS & QUALIFICATIONS

- An ability to build good working relationships with both pupils and staff
- Good organisational skills
- Enjoy working with pupils
- Good literacy and numeracy skills
- Ability to manage groups of pupils and deal with challenging behaviour
- Computer literate
- A medical background would be advantageous.

## PERSONAL ATTRIBUTES

- Patience and a sense of humour
- Flexibility and creativity.

## CONDITIONS OF SERVICE

The salary package for this role will be in Band 5 of the Support Staff Salary Scale, according to skills and experience, paid monthly pro-rata over the year. The actual pro-rata'd salary range for the role will be £17,272 - £18,850 (£22,714 - £23,660 FTE). There is an annual review on 1 September each year.

Hours of work will be 36.25 hours per week, 34 weeks per year. The working hours for this role will be 8.15am to 4.30pm Monday to Friday, including a one-hour unpaid lunch break.

The post holder is required to work the hours needed to fulfil the duties which may involve working outside of normal working hours.

There is a probationary period of six months and the appointment is subject to satisfactory references and clearance by the Disclosure and Barring Service.

## Holidays

The holiday entitlement is the pro-rata equivalent of 6.6 weeks holiday and is inclusive of public holidays, plus three days over the Christmas

period when the School is closed. For term time only staff, holidays must be taken outside term time.

## Pension

The Learning Development Teaching Assistant will be auto enrolled into the School's pension scheme, which includes life assurance.

## Facilities

Staff are permitted to use the facilities on site (such as the swimming pool, gym, tennis courts and Library) at times, which do not conflict with the School's requirements and within the School rules. Parking. There is limited free parking on site.

## Health & Safety at St John's School

Under the Health and Safety at Work etc. Act 1974 and associated legislation, colleagues at St John's are expected to be comply with H&S requirements at all times, including but not limited to Risk Assessments, COSHH, PPE, Manual Handling and to follow St John's policies and procedures. Specifically, colleagues must continuously carry out all duties in a manner, which endangers neither themselves nor others. If you consider something is unsafe or likely to cause injury or ill health, you must rectify it if safe to do so, or report it to your immediate manager or the Health and Safety Manager.

## Data Protection at St John's School

The School will comply with its obligations under the prevailing data protection legislation when processing your personal data. For further detail in this regard you should refer to the School's Data Protection Policy and the Staff Privacy Notice which can be found on the website.

## Staff Conduct

Colleagues at St John's are expected to adopt high standards of personal conduct in order to maintain the confidence and respect of all those with whom, and for whom, they work and must abide by the Staff Conduct Policy at all times.



# THE SELECTION PROCESS

## CHILD PROTECTION

St John's School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children."

In addition to their job description, the job holder should be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons who they may come into contact with whilst at St John's. The post holder's responsibility will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead.

## HOW TO APPLY

Please complete an application form and equal opportunities monitoring form (both forms are available to either complete via the online application form or can be downloaded from [www.stjohnsleatherhead.co.uk/about-us/careers-at-st-johns/current-vacancies/](http://www.stjohnsleatherhead.co.uk/about-us/careers-at-st-johns/current-vacancies/)) and provide a letter supporting your application addressed to: Karen Perkins, Senior HR Advisor via email to [recruitment@stjohns.surrey.sch.uk](mailto:recruitment@stjohns.surrey.sch.uk) or by post to Epsom Road, Leatherhead, Surrey KT22 8SP.

Closing date: **9.00am, Friday 9 June 2023**

Interviews will be held: **week commencing 12 June 2023**

**Interviews may occur at any stage after applications are received. We reserve the right to appoint at any time in the recruitment process and therefore invite interested candidates to apply as soon as possible.**

Please contact the Recruitment Team if you require the application form in an alternative format, please either email us at [recruitment@stjohns.surrey.sch.uk](mailto:recruitment@stjohns.surrey.sch.uk) or call us on 01372 231545.

## FURTHER ENQUIRIES ABOUT THIS POSITION OR APPLICATION PROCESS

### HR Department

[recruitment@stjohns.surrey.sch.uk](mailto:recruitment@stjohns.surrey.sch.uk)

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