



**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 the founding school and valued partner of the newly formed St Lawrence Academies Trust. 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.. Stronger Together: Our aim is to allow schools to become stronger by working together.

Our mission at The St Lawrence Academy is to "Transform the Lives" of the young people who continue their educational journey with us. Since 2008, we have been characterised by our core values of Truth, Justice, Forgiveness, Generosity and Respect. Our intent is to create an enriching and aspirational journey in which students can flourish academically and personally, to become

- Successful learners who have acquired the essential knowledge and skills required to fulfil their future lives
- Confident, well-rounded individuals who are able to live safe, healthy and fulfilling lives
- Responsible citizens who make a positive contribution to society

We have a strong Christian ethos and our aim is to nurture all students to feel included and be inspired to develop their talents - whatever they may be. We offer a broad balanced curriculum and an environment for learning which inspires our students to do their very best. We are an inclusive academy striving to meet the needs of all our learners in our caring environment. We welcome students from all backgrounds and faiths, regardless of ability. We are an equal opportunities employer and a real living wage employer.

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 September 2023

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
- An 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
- Access to a laptop and to documents from home via Google documents and web based database

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

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

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

Closing Date : Friday 23rd June 2023 at 9am. Interviews To be confirmed

*This may be closed earlier if suitable applications are received



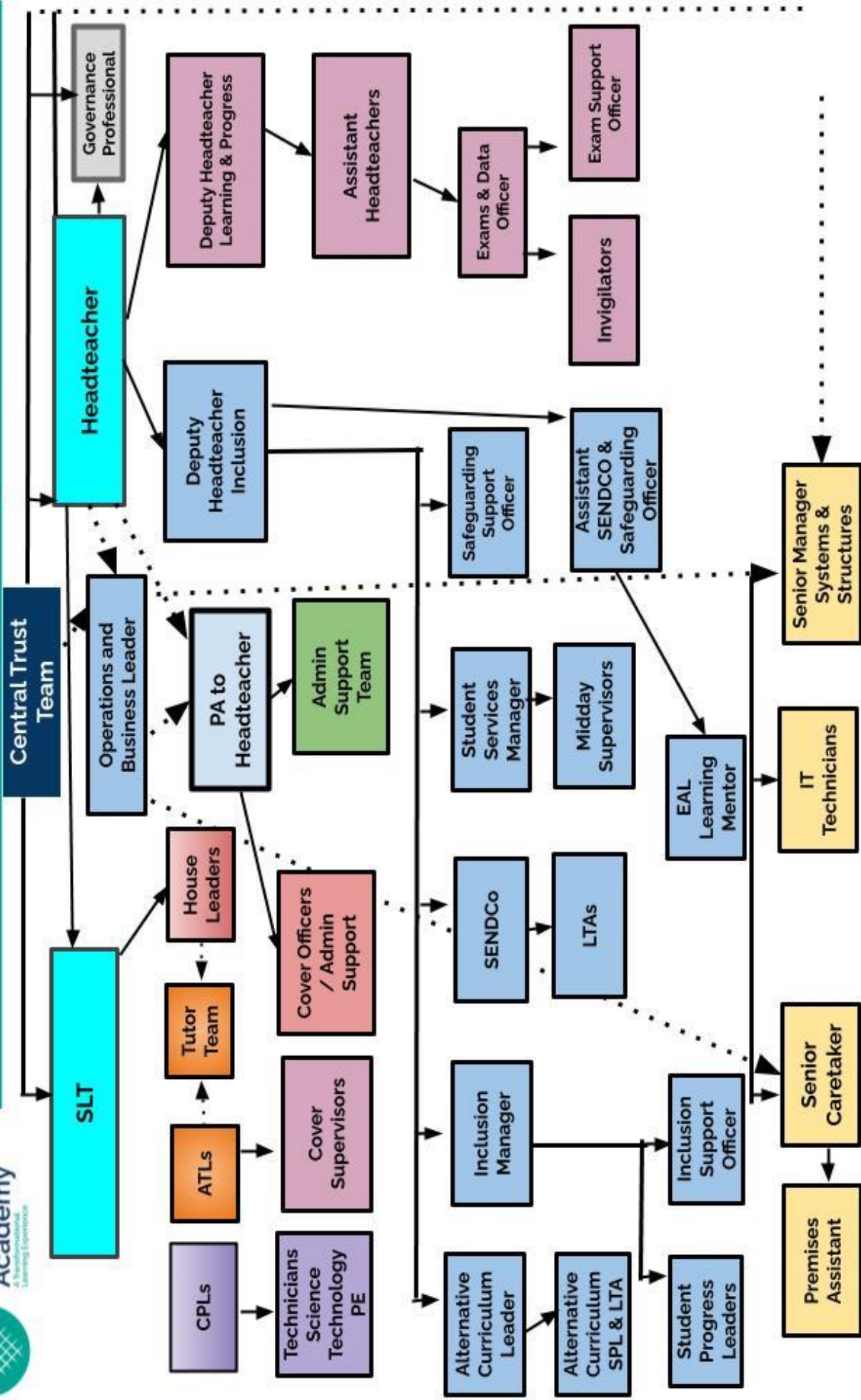
Transforming Lives

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



The Lawrence St 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
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T 01724 747310
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W www.slatrust.co.uk



Community

Integrity

Hope

Aspiration



**The
St Lawrence
Academy**

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.

Our academy has placed the quality of education at the heart of all that we do since we opened our doors back in 2008. We have continued to grow during this time and year upon year we have not only been full but also oversubscribed.

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 our own training and inset sessions.

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.

Trips, visits, extra curricular activities and a whole host of community and celebratory events continue to be an excellent measure and reflection of our ethos, vision and mission. Utilising our strengths and talents as a body of staff is important so that we can offer our students breadth and depth and the opportunities to grow and develop.

If you are curious and interested in us then take the time to contact or visit us. Get in touch and see how we can satisfy your curiosity.

I look forward to hearing from you.

Phill Dalowsky

Headteacher

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH





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Welcome Letter from the Head Prefects

Emily Browne

During my time at The St Lawrence Academy, I have felt welcomed, confident and overall safe. I can proudly say that this academy has given me multiple opportunities and overall many fantastic experiences; allowing my education to grow and for my skills to increase giving me a variety of knowledge on many different topics.

From the euphoric welcoming staff to kind generous students there is a huge family-like atmosphere that expands even outside the academy.

I can confidently comment on how transformational and astounding the academy really is. I would positively recommend the academy as a phenomenal place to work, having such a passionate work ethic and engaging environment.



Janis Lasmanis

My early years at The St Lawrence Academy were challenging at times but my teachers at the academy were always very supportive to me, helping and guiding me make the right choices.

In Year 8, I discovered a love for boxing. This requires a high degree of discipline, and the same mindset to make a success of my studies. This has also helped me to realise the reasons why my teachers have helped me over the past few years; to make me a better person, even if at times, I didn't like what they had to say or did. I appreciate that now. My teachers and the academy did not give up on me. They have supported me in becoming the best I can be, and helped me adopt a mindset that is always positive.

I am proud of the person that I am now. A positive role model and one of the two head prefects which is testament to the staff who work at the academy.



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

	ESSENTIAL	DESIRABLE	HOW MEASURED
EXPERIENCE	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 Interview
EDUCATION, TRAINING AND QUALIFICATIONS	<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 Interview Test Certificates
SKILLS AND KNOWLEDGE	<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 & handling students with physical disabilities safely following recognised procedures</p> <p>Excellent interpersonal skills and communication skills</p>		Application form Interview References Activity
PERSONAL AND PROFESSIONAL CHARACTERISTICS	<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 Committed to working within a Christian ethos	Interview Activity References Health questionnaire
WORKING ARRANGEMENTS			Application form 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.

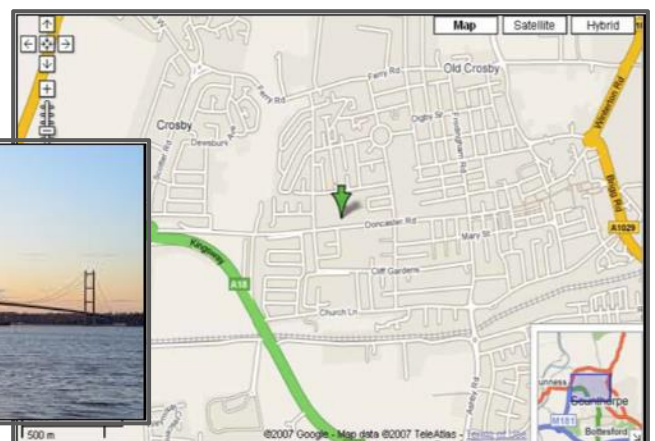
Location for The St Lawrence Academy Doncaster Road Scunthorpe DN15 7DF

☎ 01724 842447 ✉ enquiries@tsla.co.uk 🏠 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.





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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

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

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

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 to find out more about the vision and ethos of The St Lawrence Academies Trust"



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