

Learning Mentor

Location: Church Lawton School, Cherry Tree Avenue, Church Lawton, Stoke-on-Trent, Staffs, ST7 3EL

Basis: 37 hours per week; 45.8 weeks per year

Salary: Circa £20,300 (based on £23,080 full-time equivalent)

About Us

The Liberty Academy Trust is an education charity established in 2022. Our vision is to create a world that works for autistic children and young people, by providing an exceptional educational offer so that they achieve success now and are well-prepared for adulthood. We work towards this vision through our core values of courage, determination and teamwork.

We are currently a small Trust of three academies, but we have 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.

We opened Church Lawton School in 2015 and provide a curriculum for students from across the spectrum who have a range of learning needs. This covers an age range from age 4 to age 19, building each child's development week by week, term by term and year by year.





Thank you for your interest in this role at Church Lawton 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



We are delighted that you are considering a position as a Learning Mentor at Church Lawton School, a proud member of the Liberty Academy Trust. Our school is dedicated to providing exceptional education and support to students with autism, fostering an inclusive environment where every child can thrive.

At Church Lawton, we adhere to the core principles of the Liberty Academy Trust: courage, determination and teamwork. We believe in embracing each student's unique potential, employing innovative teaching strategies tailored to their needs, and maintaining the highest standards of integrity in all our endeavors. As a Learning Mentor here, you will play a crucial role in nurturing our students' academic and personal growth, making a tangible difference in their lives.

Our vision is to create a world that works for autistic children and young people, by providing an exceptional educational offer, so that they achieve success now and are well-prepared for adulthood.

Join us in our mission to create an empowering and supportive educational community. Your dedication and compassion can help our students achieve their fullest potential.

Warm regards,

Paul Scales, Principal

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.

The role is based at Church Lawton School, working 37 hours a week for 45.8 weeks of the year - the salary is reduced pro rata to reflect the nature of the role as principally term-time-only.

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 HLTA
- Have specific responsibility for supporting the learning and development of named pupils as their key worker to support and collaborate in partnership with parents and carers and engage their key children in preparation for adulthood and independence skills building
- 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 Individualised 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 combined records
- Co-ordinate and organise pupils attending extra-curricular activities / work experience or other out of school activities under the guidance of the class teacher, instructor

Wider work

- Attend daily debriefs and weekly staff and team meetings.
- Contribute to the school's enrichment and extended education programme, 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 or equivalent at grades 4/C or above, 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. A basic understanding and interest in 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 both education based software and 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

Application deadline: Tuesday, 3rd September 2024

Interviews: Week Commencing 23rd September 2024

Anticipated start date: November 2024

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2023. 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.

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.

