**Leaning Support Assistant**

**Salary: Grade 4 (SCP 13 – 16) - £24,405 - £25,183 FTE**

**Actual Salary: £21,272-£21,950**

**Working hours: 37 hours per week – Term Time Only plus 5 Inset Days**

**Contract type: Permanent**

**Start date: ASAP**

The Orme Academy is seeking to appoint a dedicated and inspirational Learning Support Assistant who is passionate about providing the very best SEND provision. You will have the belief that all young people, regardless of starting point or need will have access to the right education for them and that their needs are well met. If your beliefs and values align with ours and you are looking to work for an organisation that lives and breathes our values of Aspiration, Challenge and Enjoyment (ACE) then look no further.

**Key aspects of the role:**

* Build relationships with students and provide necessary support to support raising attainment for all learners with SEN.
* Support individual or groups of children with their work in the classroom.
* Support individuals or groups of children with additional interventions outside of the classroom (e.g. reading interventions).

We are also excited to announce that our school has recently received a positive “Good” rating from Ofsted! This achievement reflects the hard work and dedication of our staff, students, and wider school community. We are proud of the progress we have made and look forward to continuing to provide an excellent learning environment for all our pupils going forward.

The sole ethos for the school community is ‘Empowering Learners for Life’. Whilst we are committed to ensuring that every student makes excellent progress, this concept stretches well beyond academic performance. We firmly believe that every aspect of school should equip learners to be successful in all areas of their lives, both now and for their future. Indeed, every single decision or action taken improves the life chances of all our learners. This is underpinned by ensuring the Academy is a safe, nurturing and happy environment: put simply, The Orme Academy is a great place to learn and a great place to work.

This ethos applies equally to the staff. We believe in empowering our staff to be aspirational and effective leaders of learning and provide a good programme of CPD and induction to support those joining our vibrant community. This CPD includes being part of a large MAT, with its own Institute of Education (IoE) focused on the development of staff. The IoE provides access to wide range of network hubs, subject experts and access to best practice, as well as bespoke CPD opportunities. This is an exciting opportunity to join a highly professional and committed team of staff whilst also playing their part in the success and future development of our Academy.

**All candidates are required to provide a supporting statement on the formal application forms which states clearly your reasons for applying, skills and experience for this position.**

**Shaw Education Trust** are a thriving mix of diverse and growing schools including Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw Trust a charity organisation that focuses on transforming lives. Our schools span from Birmingham to Bury, meaning that we can support students from all walks of life, no matter their background or socioeconomic status. In doing this, we can help ensure all children are able to access a high standard of education, with all being treated equally.

In our secondary schools, we pride ourselves on our innovative approach to curriculum design, to ensure all our schools have breadth and ambition for all pupils, regardless of their starting points and barriers. Standard curriculum models don’t always engage all pupils, so we constantly seek to innovate and provide better opportunities to develop both knowledge and skills for life. We want our pupils to believe their curriculum is bold, exciting, purposeful, and ultimately leads to something meaningful for them. Some examples of our innovation include

moving towards an extended school day, to provide a world class enrichment programme and more opportunities for essential skills like reading and cultural capital. We are also introducing a vocational and technical pathways, which run through the normal school curriculum but attract support from leading employers and universities to develops work-readiness in our pupils, so that they can progress onto T Levels and apprenticeships.

We are currently at an exciting point in their evolution, with collaboration at the heart of our collective endeavour. We don’t operate in silos: we value the power of the pack and strive to collaborate as a collective, ensuring no school or colleague is left behind. We are currently co-constructing an aligned curriculum across all EBacc curriculum subjects, to create a world class curriculum, rich in powerful knowledge and skills. This is driving up standards through the sharing of the very best practice, whilst allowing each school sufficient flexibility for autonomy to do what is right for their local context. A by-product of this approach has been the reduction in planning workload for colleagues, meaning they can spend more time on the things that matter and fostering strong relationships with pupils and delivery of the curriculum.

As a group of schools, we take an evidence-informed approach to developing the quality of our teaching and learning, learning from research and best practice in the sector. We value a non-hierarchical, supportive approach to developing great teachers. As a people-focused trust, we consider the professional development of our staff as a fundamental responsibility. Where any schools face any barrier, it has the mutual support of the others in sector to call upon for subject specific or general support, all facilitated by a group of servant leaders at trust level. Our Heads meet regularly and genuinely support each other in a non-competitive environment. We have team of directors with vast experience at headship, senior and middle leadership levels and our team of subject directors are supporting subject staff across the trust to design and deliver the very best curricula, providing subject specific pedagogical support.

Our secondary schools are currently driving ‘PedTech’ across the sector: we believe teaching and technology should go hand-in-glove and are passionately committed towards providing a fully digitally enhanced curriculum. We are very close to achieving full 1:1 device delivery and are sprinting towards better use of iPads in lessons to enhance the experience and learning.

**Shaw Education Trust offer the following benefits with your Teaching or Support Staff employment:**

* An excellent Local Government Pension Scheme (Support Staff) / Teachers Pension (Teaching Staff)
* **Support Staff only** based on working **full time, all year** - Generous holiday entitlement from your first day of employment (**37 days holiday** **rising to 39 days** after 5 years’ service including Bank Holidays)
* Access to health and wellbeing support via Occupational Health
* Cycle to work scheme
* Access to our Institute of Education and fantastic opportunities to help you **grow, contribute** and **flourish** in your role and in the Trust.

The Orme Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, click here to review Safeguarding and Pupil Protection Policy <https://www.shaw-education.org.uk/our-trust/key-information>

This position is subject to appropriate vetting procedures including an online checks and criminal record check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions.

All shortlisted candidates will undergo an online search as part of Trust safer recruitment checks.

We are an Equal Opportunities employer and will ensure that all our recruitment and selection practices reflect this commitment.

**In accordance with our safer recruitment policy CV’s alone will not be accepted.**

**Application deadline:     Wednesday 22nd January 9am**

**Interview date: TBC**

**We reserve the right to appoint before the closing date, therefore, we encourage early applications.**

Successful candidates will be subject to a fully Enhanced DBS check along with other relevant employment checks.