



**Learning Support Assistant (LSA)**  
**Start date: October / November 2024**

Dear Sir or Madam,

Thank you for your interest in our Learning Support Assistant vacancy. I do hope that the information within this pack is sufficient. The role of a Learning Support Assistant is crucial to the daily academic support and personal growth of our students with additional needs, and a role that requires a passion for raising young people's aspirations, both within school and beyond. We appreciate that this might be a role suited to people who already have experience working with young children but, equally, The Market Bosworth School welcomes all applications from interested candidates and can provide training through our SEND Department.

The Market Bosworth School is very proud of its students and staff. We have excellent academic standards and work hard to create a safe and enjoyable learning environment for all. We have been consistently rated as an "Outstanding" school by Ofsted, in 2009, 2012, 2018 and most recently 2024, where inspectors found that *"The Market Bosworth School has high expectations of what pupils can achieve. Pupils, including those with special educational needs and/or disabilities (SEND), consistently meet these expectations. They achieve extremely well. Pupils' outcomes at the end of key stage 4 are exceptional."*

This is an exciting time for The Market Bosworth School, as we build on our now established GCSE achievements of the last 7 years. For the last year of published results, 86% of our year 11 students achieved GCSE English and Maths passes at grade 4 and above. The school achieved an overall progress score of +0.85. We are proud to be a single academy trust.

We are ideally placed for commuting from a wide area, being situated about twenty minutes from Leicester in the rural and picturesque village of Market Bosworth. Whilst the majority of our staff live within Leicestershire, we have a number who commute daily from Warwickshire, Derbyshire, and Staffordshire.

We welcome and encourage visitors to school. Please feel free to contact Katie Reynolds on 01455 290251 for an informal tour, or more information should you wish. The closing date for applications is Monday 30<sup>th</sup> September (9am). Interviews will take place on Thursday 3<sup>rd</sup> October 2024.

Applications are encouraged via email where possible. Please include a covering letter, application form and completed equal opportunities form.

Thank you.

Stuart Wilson  
Principal

*Thank you for your application; I do appreciate the time and effort taken.*



**Pack Contents:**

- Job advert
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- School Overview
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**Job advert: Learning Support Assistant**

The Market Bosworth School is seeking to appoint a Learning Support Assistant to join our outstanding team.

The Market Bosworth School is an inclusive 11-16 school, and believes strongly in the principle of inclusion. Providing equal opportunities for all enables us, as a school, to ensure the best possible success and achievements for our young learners. In their most Outstanding judgement, Ofsted inspectors commented that the “*School’s values of success, togetherness, enjoyment, engagement and responsibility underpin everything it does*”. The role of the Learning Support Assistant is crucial to achieving this goal, supporting our young people across the school to flourish within a mainstream educational setting.

Whilst some relevant experience may be an advantage, the ability to work as part of a wider team and learn new skills is crucial. The successful candidate will be motivated, enthusiastic and be able to work with students within a mainstream classroom, as directed by the SENDCo, Assistant SENDCo or a member of the teaching staff. They will be flexible in their approach, enabling them to effectively support students with a wide range of needs across a variety of subjects, with strong communication skills which will allow them to discuss and differentiate tasks accordingly. As well as classroom support, duties will include running specific interventions and activities to assist the pupils’ individual learning and social needs, to ensure the personal growth and development of our students with SEND. The successful candidate will also support students through mentoring.

The Market Bosworth School is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo appropriate child protection screening, including checks with past employers and the Criminal Records Bureau.

**Closing date:** Monday 30<sup>th</sup> September (9am)

**Interviews to take place:** Thursday 3<sup>rd</sup> October 2024

**Contact:** Stuart Wilson, Principal, The Market Bosworth School, Station Road, Market Bosworth, Leicestershire. CV13 0JT, Telephone No. 01455 290251

***“The curriculum provides ample opportunities for pupils to develop their understanding of fundamental British values. They understand diversity and recognise that others may hold values that differ from their own. Pupils are provided with opportunities to develop leadership skills, for example as peer mentors. Pupils enjoy and appreciate these roles. The curriculum ensures that pupils understand how to keep themselves safe in a variety of situations.” Ofsted 2018***



## School Overview

The Market Bosworth School is a wonderful place for students to learn and an inspirational school to work within.

Our most recent Outstanding Ofsted report was in June 2024. Inspectors commented that, *“Staff are proud to work at the school. They feel well supported. They benefit from a highly effective professional development programme. Leaders are focused on ensuring pupils receive the best possible education”*.

Academic GCSE achievement and progress has consistently been within the top 10% of all schools since we first converted from an 11-14 school to an 11-16 school in 2014. Our most recent results place us well within the top 5% of all schools nationally on all key government measures. Whilst our academic results have always been exceptional, it is our commitment to the wider curriculum and personal development that we are most proud of.

Currently, we have 830 students and approximately 105 staff. Our rural and pleasant village setting belies our mixed comprehensive intake. Only a very small proportion (59) of our students live in Market Bosworth, reflecting the older age demographic of the village itself. Other students travel up to 10 miles from a wide and diverse geographical area, including around 100 from Leicester City. In September 2024, we welcomed students from 30 different Primary Schools, with just 7 being our official “catchment” feeders.

Deprivation factors that influence our students are mixed due to that wide geographical intake, but many face issues that would not be expected given our school’s location. For example, nearly a quarter of our students live in the worst national category (out of 10) for the “housing and services” deprivation measure. This is 5 times the Leicestershire average. The villages that feed into the school range from larger villages such as Newbold Verdon, Ibstock and Desford, to smaller communities such as Witherley and Sheepy Magna.



***“Teachers use their excellent subject knowledge to deliver the curriculum expertly. This means that pupils learn precisely sequenced subject content that consolidates and builds on prior learning. As a result, pupils make excellent progress through the curriculum”***. - Ofsted 2024



### **Our Mission**

“Educating with care to encourage success for all.”

### **Our Vision**

- The Market Bosworth School is committed to providing the skills and knowledge that will allow learning to be part of a lifelong process, ensuring our students grow into ambitious young adults who are excited about the world around them.
- We are committed to raising standards for all our students, promoting the highest possible achievements, regardless of background or ability.
- We strive to educate with care to enable all students to realise their full potential, both academically and socially.
- We aim to work with students, staff, parents and the community to provide a safe and happy learning environment.

We set Strategic Aims each year that support our Mission and Vision. They form the basis of our annual School Improvement Plan and Self Evaluation where necessary.

We place great emphasis upon developing the whole person through the breadth, balance, and range of our curricular and extra-curricular experiences. Extra-curricular activities include residential trips to France, The Peak District and Austria (Skiing).

Curriculum enrichment has included debating competitions, sports festivals, Vocational Visits and theatre visits, alongside day trips to The Skills Show, Oxford University and The Big Bang Science Fair.

***“Pupils are polite, well-mannered and respectful. Low-level disruption in lessons is extremely rare. Pupils’ behaviour around school is exemplary.” - Ofsted 2018***





## Job description

### Learning Support Assistant - Job description

The school currently employ a team of Learning Support Assistants who work alongside teachers in all subjects. The LSA's main role is to support the classroom learning of a range of pupils with particular needs, as well as working with individuals or small groups to support their learning. As a team, the LSAs are crucial to the success of the school; they work with pupils and teaching staff to ensure that pupils are happy and safe, and achieve their best academically whilst developing into independent and confident learners.

<b>Job Title:</b>	<b>Learning Support Assistant (LSA)</b>
<b>Grade / Hours:</b>	Grade 5, points 7-8 £23,118 -£23,505 FTE. 32 hours 5 minutes per week (term time) + 1 week for teacher training days (39 weeks, 0.74FTE). Monday - Friday 8.00am - 3:10pm. Actual salary based on these hours / grade would be £17,155 to £17,442 pay award pending.
<b>Responsible To:</b>	Inclusion Director / SENDCo
<b>Key Relationships/ Liaison with:</b>	Inclusion Director / SENDCo, Assistant SENDCo, Teachers, Other classroom support staff. An LSA will work under the direct supervision of a classroom teacher to provide support for teaching and learning and associated activities, in accordance with school policies and procedures. This may include providing general support for whole class learning activities, or supporting individuals or small groups of pupils.
<b>Job Purpose:</b>	

### MAIN DUTIES AND RESPONSIBILITIES:

1. To provide support to the student in the class room during the delivery of planned whole-class learning activities.
2. To work under the supervision of SENDCo or Assistant SENDCo to carry out planned learning interventions with small groups or individual pupils, providing feedback on their engagement in activities and their achievement of the desired learning objectives.
3. To help prepare, monitor and maintain a safe and secure learning environment in line with the school's vision and values (STEER).
4. To observe and feed back to the teacher and SENDCo on pupil performance and behaviour, taking action as appropriate in line with relevant school policies.



5. To support the physical, intellectual, emotional and social development of pupils, including contributing ideas and suggestions to support planning, to meet their development needs and 1:1 mentoring to support their personal and academic development.
6. To interact with and respond positively to children, young people and adults.
7. To develop positive relationships with colleagues, providing consistent and effective support and working constructively as a member of the school staff team.
8. To support pupils to improve their numeracy and literacy skills through focused learning interventions and more generally across the curriculum.
9. To support pupils with IT equipment.
10. To prepare and support the use of learning materials and create visual aids, in order to facilitate a learning environment.
11. To provide care and encouragement to children and young people with disabilities or special educational needs, supporting them to participate in activities and liaising, if required, with parents / carers / other professionals as appropriate.
12. To contribute to the provision of support for bilingual / multilingual pupils if required.
13. To invigilate internal and external tests and examinations under formal conditions.
14. To encourage participation in structured and unstructured learning activities, including social time (timetabled and during breaks if required).
15. To provide accessibility support to pupils as necessary given a pupil's individual need.
16. To support, as appropriate, in instances where pupils are unwell whilst at the school.
17. To demonstrate regard for the need to safeguard pupils' well-being by following relevant statutory guidance along with school policies and practice.
18. To undertake required training and subsequent support for individual students who have medical needs (e.g. diabetes). To act as the "key worker" for these students if required.
19. To carry out morning duties.

The postholder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the school.



### **Dignity at work:**

To show, at all times, a personal commitment to treating all students and colleagues in a fair and respectful way, which gives positive regard to people's differences and individuality (for example, their age, gender, ethnicity, sexual orientation, disability or religion) and assist in ensuring equal access to education opportunities for everyone.



### **Notes**

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

The job description sets out duties of the post when it is drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed.



## Learning Support Assistant – Person Specification

	Essential	Desirable	How assessed
<p><b><u>Qualifications</u></b></p> <ul style="list-style-type: none"> <li>• Good academic qualifications in Maths/numeracy and English/literacy</li> <li>• Knowledge / experience of a subject that could support an academic Qualification. (Eg Maths, Science, English, Geography)</li> </ul>		<p>✓</p> <p>✓</p>	<p>App/Doc</p> <p>App/Doc</p>
<p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>• Comfortable working with students aged 11-16</li> <li>• Experience of supporting learning activities for children / young people in a voluntary / formal setting.</li> </ul>	<p>✓</p>	<p>✓</p>	<p>App/Int/ Ref</p>
<p><b><u>Knowledge</u></b></p> <ul style="list-style-type: none"> <li>• Knowledge of child protection, health and safety procedures and their application in a school/college setting.</li> </ul>		<p>✓</p>	<p>App/Int/ Ref</p>
<p><b><u>Skills/Attributes</u></b></p> <ul style="list-style-type: none"> <li>• Ability and willingness to undertake professional development.</li> <li>• Good interpersonal skills.</li> <li>• Empathy with children and young people.</li> <li>• Ability to work effectively as part of a team.</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>App/Int</p> <p>Int/Ref</p> <p>Int/Ref</p> <p>Int/Ref</p>
<p><b><u>General Circumstances</u></b></p> <ul style="list-style-type: none"> <li>• Attendance - evidence of regular attendance at work.</li> <li>• An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations.</li> </ul>	<p>✓</p> <p>✓</p>		<p>App/Ref/ Med</p> <p>App/Int</p>
<p><b><u>Factors not already covered</u></b></p> <p>Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Disability Discrimination Act 1995.</p>	<p>✓</p>		<p>Med</p>





## Safeguarding

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to behave in such a way that supports this commitment. The recruitment process is robust in seeking to establish the commitment of candidates to support the school's measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them. Safeguarding checks, including online checks, will be undertaken for shortlisted candidates to determine their suitability to work with children and keep them safe. As this post is required to work in "Regulated Activity" an enhanced Disclosure & Barring Service (DBS) check with a Barred list check is essential. It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children (KCSIE 2024). Shortlisted candidates will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. All applications will be considered on their merit and the post will be offered subject to satisfactory pre-employment checks, including online media checks. Please see the school website for further information regarding safeguarding. [https://www.tmbs.leics.sch.uk/docs/policies/Child\\_Protection\\_policy.pdf](https://www.tmbs.leics.sch.uk/docs/policies/Child_Protection_policy.pdf)

## Data Protection

Should you be unsuccessful with your application, the school will confidentially destroy your application form after six months of its submission. If you are successful in your application, this information will be kept securely as part of your personal employment record.

## References

Applicants must provide the details of two referees. One reference should be from your current employer or if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation or from someone with whom you live. The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form and note that references will be sought prior to interview for all shortlisted candidates.

## Equal Opportunities

We are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justified

## Application details and Interview dates:

**Closing date:** Monday 30<sup>th</sup> September (9am)

**Interviews to take place:** Thursday 3<sup>rd</sup> October 2024

Please complete an application form and send this, together with a covering letter to:

**Stuart Wilson, Principal,**

**The Market Bosworth School, Station Road, Market Bosworth, Leicestershire. CV13 0JT**

Applications are preferred via email to [office@tmbs.leics.sch.uk](mailto:office@tmbs.leics.sch.uk)

For further information, please contact Katie Reynolds, PA to Principal, on 01455 290251