



## **Application Pack & Job Description Learning Support Assistant**



**Brookvale Groby Learning Campus**



## Welcome from the Headteacher

Dear Prospective Applicant

Thank you for expressing an interest in the role of Learning Support Assistant at Brookvale Groby Learning Campus. This is an exciting time to join our campus and we look forward to working with a new member of staff who will share our ambitious vision, "Valuing Everyone, Achieving Excellence".

The campus has been through a period of significant change having converted to a multi academy trust in 2017 and a merger to a single academy trust from September 2019. Our founding schools were Brookvale High School, an 'outstanding' 11-14 high school, and Groby Community College, a 14-19 upper school graded as 'good with outstanding features'. Now, as a united campus, we meet the educational needs of over 1500 students with over 300 of those enrolled in our Post 16 provisions.

We have a strong ethos of valuing everyone and achieving excellence for all. We set very high standards for our students and ourselves, we work hard, we look after each other, and we are committed to professional learning for all staff. As a consequence, the motto we use on a daily basis with our young people is to work hard, be kind which we feel symbolises the culture we aim to create on campus.

We have a spacious semi-rural campus location and most of our students live in the surrounding villages with some travelling from Leicester and its western suburbs.

We hope the documents provided help you to gain a feel for the school, but if you'd like to find out more, then please contact Debbie Phipps, [dhipps@brookvalegroby.com](mailto:dhipps@brookvalegroby.com) - or telephone 0116 2879921, in the first instance.

All of the documents to support this application process are available on our website, [www.brookvalegroby.com](http://www.brookvalegroby.com).

We would like to thank you again for your interest in the post and we look forward to receiving your application. Please do note however that, to adhere to our Child Protection and Safeguarding procedures, CVs are not accepted as a form of application and are not put forward to the shortlisting panel. If you have not heard from us within 2 weeks of the closing date, then please take it that on this occasion your application has not been successful. If this is the case, then we thank you for your interest, and for the time spent applying.

Yours sincerely

Will Teece  
Headteacher



## Visions, Values and Ethos

The shared vision and values of the Trust underpins all that we do, including the governance arrangements for the Trust.

### **Our Vision**

*Valuing Everyone, Achieving Excellence*

### **Our Motto**

*Work Hard, Be Kind*

### **Our Core Values**

*Community, Aspiration, Resilience, Excellence*





## **Testimonials**

### **Emails from parents during COVID pandemic:**

*'I just wanted to acknowledge and thank you for all the ongoing engagement with students and communication with us as parents during this very difficult time. I can only imagine how much additional work this has generated for all the staff at BGLC, and it is greatly appreciated - we have felt very well informed throughout. As parents who both work full time we are not able to very closely supervise our sons during their home schooling, but we have seen how much engagement there has already been from their teachers, and I think/hope this will keep them on the right track! Many thanks again to all of the staff at BGLC.'*

*'I just wanted to send a quick "well done" and "thank you" to all your staff. I have 2 children at BGLC and I am very impressed with the lockdown learning that they have received this week. Thank you to your teaching staff for keeping them engaged in learning. In these challenging times, keep up the good work all.'*

### **Extract taken from email correspondence, following a tour of the school by a prospective parent:**

*'I would just like to say thank you for the time spent with me today on my tour of the campus, and state how impressed I was with the school. There seems to be a very calm, relaxed and organised approach to how the school operates, and I believe that obviously shows in the way your students behave.'*

### **Written comments from parent following Open Evening:**

*'I just wanted to write to say what a credit the students were to your campus last night. They were very helpful, polite and informative. I was in awe of the two students who spoke so confidently in front of a hall full of parents – what a talent to have at such a young age. The staff were all lovely too! We definitely left with a very positive view of the campus.'*

### **Written comments from parents following Year 11 Progress Evening:**

*'All the teachers I have met tonight know my son very well. I think all of them are interested and care about his progress.'*

*'All 3 of our children have thrived through the support that the school has given them, so happy with their education.'*

*'The school is excellent, helping my child progress and I would recommend it.'*

### **Year 10 student:**

*'In my opinion, the teachers that teach me are very patient in the sense that if I don't understand something, they will try their best to ensure that I grasp that piece of knowledge whether it be by a diagram or an acronym etc. Another great thing about the school is that we have so many facilities so that we can excel in whatever we may want to do.'*

### **Year 7 student:**

*'At our school we have amazing facilities and most importantly, very supportive staff!'*

*'Students feel safe at BGLC.'*

*'We are rewarded for hard work.'*

*'We are listened to and supported by the teachers and staff.'*

### **Extract of letter from staff member:**



*'I have had the most positive experience and have enjoyed every day of it. I have worked in schools for the last 10 years and have never worked anywhere like this. From day 1, I have felt part of something amazing and special....the school has such a positive atmosphere and nothing has been too much trouble for anyone.*

*I am sad to leave, but now have a great basis for my career ...although I think it will be hard to find a school as good! I wish you continued success and maybe one day we'll meet again!'*





## Why work at BGLC?

	
<ul style="list-style-type: none"> <li>● Free parking!</li> <li>● Professional Development Opportunities</li> <li>● Supportive Line Management</li> <li>● 'Open Door' Policy towards whole staff Wellbeing</li> <li>● Fully resourced curriculum for KS3-5</li> <li>● Clear / Evidence informed approach to teaching through our "Model of Expert Teaching"</li> <li>● Simple QA process through our Developmental Drop Ins</li> <li>● Simple approach to home learning - 20/20/20</li> <li>● Centralised behaviour system</li> <li>● Friendly supportive community</li> <li>● Professional learning community</li> <li>● Strong SLT presence</li> <li>● Amazing campus!</li> </ul>	<ul style="list-style-type: none"> <li>● No disruption to lessons permitted</li> <li>● No fads - We have a plan and we stick to it</li> <li>● No individual lesson plans</li> <li>● No high stakes observations</li> <li>● No gimmicks</li> <li>● No hours of marking - simple and effective whole class feedback prioritised</li> <li>● No excess data analysis or data inputs</li> <li>● No lengthy written reports</li> <li>● No stagnancy or complacency</li> <li>● No excessive after school meetings</li> </ul>





## **General Information**

Our SEND department is both highly effective and hard working. You will be joining a team of enthusiastic Learning Support Assistants, who thrive on helping our students to be the very best that they can be. You will be supported along the way, and if you enjoy a busy and varied schedule, working with young people, then this is the job for you.

You will be part of a campus family where support staff are valued. Teachers and support personnel are all part of the same team, working together for the sake of the students and their learning.

The campus places high emphasise on whole staff wellbeing, and operates an 'open door' policy for suggestions and ideas on how we can make things even better!

We look forward to receiving your application.



## Advert

# LEARNING SUPPORT ASSISTANTS

To begin Tuesday 27<sup>th</sup> August 2024

Grade 5 - £16 713 per annum  
27.5 hours per week, term time  
8.55am - 3.10pm Monday to Friday

We are looking for energetic and enthusiastic Learning Support Assistants, to help enable students with special educational needs in both Key Stage 3 and Key Stage 4, to access the full curriculum within the Brookvale Groby Learning Campus.

We are seeking people with experience of supporting teaching and learning in a formal setting, along with knowledge of child protection and health and safety procedures.

It is essential that applicants hold Level 2 qualifications in Maths/Numeracy and English/Literacy.

Providing toileting support to relevant students may be required, following negotiation with the applicant and after appropriate risk assessment and training have been undertaken.

Further details can be found on our website – [www.brookvalegroby.com](http://www.brookvalegroby.com)

For informal enquiries, please email  
Debbie Phipps, [dphipps@brookvalegroby.com](mailto:dphipps@brookvalegroby.com)  
in the first instance.

**Closing Date: 9am, Monday 17<sup>th</sup> June 2024**

**Interviews to be held within 2 weeks of the closing date.**

*The Brookvale Groby Learning Campus 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 appropriate child protection screening, including checks with past employers and the Disclosure and Barring Service. Applicants are also advised that online searches may be carried out as part of due diligence checks.*



## How to apply

Please email your complete application form to:

Debbie Phipps  
[dphipps@brookvalegroby.com](mailto:dphipps@brookvalegroby.com)

### **Queries:**

If you have any queries on any aspect of the application, or need additional information, please contact Debbie Phipps on the above email address.

Thank you.







## **JOB DESCRIPTION**

<b>Job Title:</b>	<b>Learning Support Assistant (LSA)</b>
<b>Grade:</b>	<b>5</b>
<b>Responsible To:</b>	Faculty Leader - SEND
<b>Key Relationships/ Liaison with:</b>	Teachers, classroom support staff, all other staff
<b>Job Purpose:</b>	A Learning Support Assistant will work under the direct supervision of a 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>Occupational Standards:</b>	Supporting Teaching and Learning (STL) Level 2
<b>MAIN DUTIES AND RESPONSIBILITIES:</b>	
1.	To provide agreed support to the teacher in the delivery of planned whole class learning activities.
2.	To work under the direct supervision of a teacher to carry out planned learning activities with small groups or individual students, 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 teacher's lesson plans.
4.	To observe and feed back to the teacher on student performance and behaviour, taking action as appropriate in line with relevant school policies.
5.	To support the physical, intellectual, emotional and social development of students, including contributing ideas and suggestions to support planning, to meet their development needs.
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 students to improve their numeracy and literacy skills through focussed learning activities and more generally across the curriculum.
9.	To prepare and utilise ICT resources to support pupils learning.
10.	To prepare and support the use of learning materials and create visual displays, in accordance with the requirements of the teacher, in order to facilitate a relevant physical 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 play (timetabled and during breaks if required). (Primary and Special schools)

**Optional extra responsibilities not affecting the grade of the post:**

15.	To participate in the campus Duty Rota during break/lunch times.
16.	To provide catheter duties and toileting support to relevant students as necessary, as well as a willingness to support diabetic students.*
17.	To support, as appropriate, in instances where pupils are unwell whilst at the school.*

\* these duties only to be included by negotiation with individual employees, and after appropriate risk assessment and training have been undertaken.

**SPECIAL FACTORS:****Subject to the duration of the need, the special conditions given below apply:**

- The nature of the post may involve the carrying out of outside of normal working hours.
- 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 campus.
- Expenses will be paid in accordance with the Local Conditions of Service.
- This post is subject to a check being carried out at an Enhanced level by the Disclosure and Barring Service regarding any previous criminal record.

**WHOLE CAMPUS RESPONSIBILITIES:**

- Support current policies and recognised good practice within the campus.
- Be aware of the importance of confidentiality and data protection.
- Participate in annual Performance Management review with Line Manager, based on agreed objectives, ideally one of which should be linked to the campus improvement plan where possible.
- To work as part of a team, to act as a contact in providing basic emergency first aid, if training is provided.
- Willingness to be flexible in both approach & use of time.
- All tasks should be undertaken with due regard to Health & Safety Regulations.
- To undertake such other duties which are within the scope of the job purpose, title of the job and its grade.

This post is subject to enhanced disclosure from the Disclosure and Barring Service. All Brookvale Groby Learning Campus employees are expected to promote and safeguard the welfare of students at this school.

**The Trust Board seeks to promote the employment of people with disabilities and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable candidate with a disability.**

This Job Description sets out the responsibilities of the post at the time it was drawn up. Such responsibilities may vary from time to time without changing the general character and requirements of the post or the level of responsibility entailed. Variations are a common occurrence and do not necessarily constitute additional responsibilities or warrant a higher grade.



## PERSON SPECIFICATION

	Essential	Desirable	How assessed
<b><u>Qualifications:</u></b> <ul style="list-style-type: none"> <li>NVQ 2 in Supporting Teaching and Learning, or equivalent</li> </ul> OR <ul style="list-style-type: none"> <li>Able to demonstrate the ability to meet the STL Level 2 National Occupational Standards relevant to this post.</li> </ul>	✓		A
<ul style="list-style-type: none"> <li>Level 2 qualifications in Maths/numeracy and English/literacy</li> </ul>	✓		A
<b><u>Experience:</u></b> <ul style="list-style-type: none"> <li>Experience of supporting teaching and learning in a formal setting</li> </ul>	✓		A/I/R
<b><u>Knowledge:</u></b> <ul style="list-style-type: none"> <li>Knowledge of child protection and health and safety procedures.</li> </ul>	✓		A/I/R
<b><u>Skills/Attributes:</u></b> <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> <li>Willingness to dress as a professional in line with the ethos of the campus.</li> </ul>	✓ ✓ ✓ ✓ ✓		A/I I/R I/R I/R I/R
<b><u>General Circumstances:</u></b> <ul style="list-style-type: none"> <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>	✓		A/I
<b><u>Factors not already covered:</u></b> 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.	✓		A/I



In addition to candidates' ability to perform the duties of the post, all Brookvale Groby Learning Campus employees are expected to promote and safeguard the welfare of students at the school, therefore the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Please be aware that any relevant safeguarding issues that arise on receipt of references may be discussed at interview.

Evidence to be gleaned from:

- |   |   |
|---|---|
| A | Letter of application, application form |
| I | Interview process                       |
| R | Reference                               |