

ALDRIDGE
SCHOOL

Achieving Excellence Together



Application Pack

Learning Support Assistant

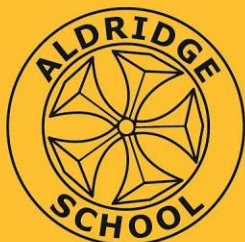
Aldridge School
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Walsall, West Midlands
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THE MERCIAN | TRUST

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About Aldridge School

Thank you for taking the time to find out more about Aldridge School. This pack is intended to give you information about this role and our school's broader vision and ethos. Further background information is available in our Prospectus and Sixth Form Prospectus on our website.

We are a comprehensive school of over 1500 students situated near the centre of Aldridge village. We believe that it is our responsibility to work to meet the needs of every individual student, challenging them to achieve their best, supporting them to become responsible young adults and preparing them for their next steps into the world of work or further education.

Aldridge School is a good school (Ofsted 2022). It is a school which is proud of its traditions and successes which have been achieved through hard work and high expectations. In particular, we encourage our students to be **Respectful, Responsible, Resilient and Ready** to learn in order that they will be happy and successful at school and in the wider world beyond.

Aldridge School has a dedicated, talented and conscientious team of staff who work together to provide a high standard of teaching, excellent pastoral care and professional support services. Our broad curriculum is designed to meet national expectations, be relevant and interesting, support our students in achieving the best possible standards in external examinations and to equip them with the skills they need to be successful in adult life.

At Aldridge School we have a popular and thriving Sixth Form. We are very proud of our students' success with over 80% securing places at some of the top Universities and on Higher Apprenticeships last year. We offer a very broad range of both academic and vocational courses at level 3, ensuring that Aldridge School Sixth Form is an option for a wide range of students.

We also enjoy strong links with surrounding primary schools, working with students in Years 5 and 6 including work in Science, Maths, English, Performing Arts and Enterprise. We are proud of our community and we work hard to promote this pride in all our partnerships, so that we can make sure that future students from these schools enjoy an easy, enjoyable transition to Aldridge School.

Students at Aldridge School are friendly, polite and respectful. Strong relationships between staff and students contribute significantly to ensuring that students are happy and feel safe.

If you would like to find out more, please contact us to arrange a visit to see our school at work. We look forward to meeting you.

Benefits of Working at Aldridge School



- Everyone has the highest expectations of behaviour, with all staff reinforcing those expectations
- A clear system of sanctions which is applied consistently so staff don't have battles with students
- Senior Leadership are very visible
- Excellent pastoral support offered through House Offices
- Simply Health, healthcare package provided for all staff
- CPD tailored specifically to staff needs, based off their feedback
- Time for staff to put new things into action
- Non-hierarchical approach to professional development - there are things a senior leader can learn from an ECT and vice versa
- Targeted support plans for teachers who are struggling
- Regular Staff, Faculty and Pastoral briefings to support good communication
- Comprehensive support for NQTs with dedicated mentors and regular meetings
- We are constantly streamlining all systems and processes so they take less time
- Open door Senior Leadership Team - no concern is ever too small
- Countless opportunities to get involved with the wider life of the school - Duke of Edinburgh, school performances, sports teams, music
- Contributions of staff recognised through 'Above and Beyond' draws each half term
- MAT 'Employer of Choice' opportunities such as Simply Health Healthcare plan, an electric car scheme and access to mylifestyle with a wide range of employee perks.

About the SEN Department



Staff

The student development team is led by the SENCO. We have 7 Higher Level Teaching Assistants/Senior Learning Support Assistants, 1 SEN Behaviour and Learning Practitioner 15 Learning Support Assistants and an Assistant SENCO. The team work well together to provide effective support for students. Our aim is to remove barriers to students' learning so that all students can achieve their potential.

The Student Development Department

The team work with students who have special educational needs across all year groups. This consists of support in the classroom, as well as 1-1 support or small group support outside of the classroom. The teaching assistants use a range of data to analyse students' progress and to target interventions to meet the students' needs.

The department offers a range of interventions to support students' academic and social, emotional and communication needs. Interventions include programmes such as Lego Therapy, Pragmatics, Rapid Reading and Nessy . These interventions are delivered by support staff at various times throughout the day, including before and after school.

The team also work closely with parents/ carers, as well external agencies. Support staff play an important role in supporting students with some of the most complex needs and promoting their inclusion within the school community.



The Mercian Trust

What we can offer you

Getting the basics right

- We are proud to be a Living Wage employer.
- When appropriate to the role, we are very happy to offer the right candidates with specific recruitment and retention incentives.
- We follow the teacher and NJC pay scales, including the awarding of nationally agreed pay increases.
- We have a range of pioneering HR policies that we are particularly proud of – from our flexible working policy to our menopause policy. We always take an informed approach to ensuring our policies are fit for purpose and represent the most equitable deal for all parties.
- We are a committed apprenticeship employer. Many of our current apprentices are former students from our schools, growing our talent from within.
- We have developed a newly-designed annual professional growth review underpinned by our cultural blueprint.
- We are very proud of our time-back scheme to thank staff who provide students with valuable enrichment opportunities such as regular clubs and educational visits.

Additional benefits

All staff employed by The Mercian Trust are now able to access a fantastic range of additional employee benefits.

These include:

- Discounts on everyday purchases via EdenRed
- A comprehensive free of charge health plan via SimplyHealth
- A salary sacrifice electric car scheme via Tusker
- A cycle to work scheme via Halfords

A sector-leading CPD offer

- We offer a truly comprehensive training programme featuring exclusive Mercian Trust content from the world's leading education professionals.
- You can be assured of getting the very best mentoring and support for all external professional qualifications and programmes such as ECT and NPQs.
- We are proud of our package of goals-focussed training for non-student facing associate staff.
- Our Digital Champions support all staff to maximise the benefits of our multi-million pound digital infrastructure and to transform the way we teach, we learn, we lead and we operate.
- We hold an annual staff development conference for all staff that is packed with content, valuable resources and networking opportunities.
- Staff can join our wide range of Professional Learning Communities, led by Trust Lead Professionals to develop collaborative practice across our schools and wider sector
- All staff are invited to have articles published in our half-termly education journal, The Education Exchange, and to be supported to write and speak for external audiences via our excellent links with leading publications and training organisations.



Job Description

Duties

This job description describes in general terms the normal duties which the postholder will be expected to undertake. However, the job or duties described may vary or be amended from time to time without changing the level of responsibility associated with the post.

Teaching and learning

- Assist in the educational and social development of key pupils under the direction and guidance of the head teacher, SENCO and class teachers.
- Support in the implementation and running of programmes aimed to promote pupil progress and social development.
- Provide support for individual students, who have recently made the transition to secondary education, inside and outside the classroom to enable them to fully participate in activities
- Support with the differentiation of teaching and learning within the revised SEN curriculum at key stage 3.
- Work with other professionals as necessary
- Support students with emotional or behavioural problems and help develop their social/emotional skills.
- Keep a record of the nature and effectiveness of support/intervention strategies used with students and assist in the implementation of Learning
- Plans for students and help monitor their progress via Support Records

Administrative duties

- Prepare and present displays of students' work
- Support class teachers in differentiation and other tasks to support teaching
- Support tracking of pupil progress data
- Undertake other duties from time to time as the head teacher requires

Standards and quality assurance

- Support the aims and ethos of the school
- Set a good example in terms of dress, punctuality and attendance
- Attend team and staff meetings
- Undertake professional duties that may be reasonably assigned by the head teacher
- Be proactive in matters relating to health and safety
- Be committed to safeguarding and promoting the welfare of children and young people

Person Specification



The employee will need to demonstrate the following requirements in order to perform each of the main activities of the job safely and effectively.

Skills / Knowledge

- Ability to show initiative in supporting the effective inclusion of an individual child and groups of students within the mainstream setting.
- Use of other equipment technology, e.g. ipad, laptop, photocopier.
- Full working knowledge and an understanding of relevant polices, codes of practice and an awareness of relevant legislation.
- Working knowledge and general understanding of national curriculum and other support programmes and strategies.
- Understanding of the principles of child development and learning processes.
- Ability to differentiate for the needs of students effectively
- Ability to self-evaluate learning needs and actively seek learning opportunities.
- Ability to relate well to children and adults
- Empathy and understanding for children who have social, emotional and mental health/ communication needs
- Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.
- Very good literacy and numeracy skills.

The following will be advantageous but not a requirement.

Experience

- Experience of working with students who are working significantly below age expectations
- Experience and knowledge of working with the Primary School curriculum and/ or experience of working in a Special School setting.
- Supporting children with Special Educational Needs
- Running programmes such as pragmatics, ARROW and CATCH UP
- Experience of working with students who have a visual impairment.

Qualifications

- NVQ 3 for Teaching Assistants, or equivalent qualifications or experience
- First aid training.

How to Apply

Grade 3 Point 4 – 6 Pro-rata

Term Time including 5 training days
29.5 hours Actual salary £15,851



Closing Date

Monday 4th November 2024 9:00am

Start Date

As soon as possible

Applying

To apply please submit an application on The Mercian Trust portal.

Advert

Learning Support Assistant

29.5 hours per week

39 weeks per year (Term Time including 5 training days)

Salary Scale: Grade 3 Point 4-6 (£21,189 - £21,968 pro rata)

Actual Salary: 29.5hrs (£15,851)



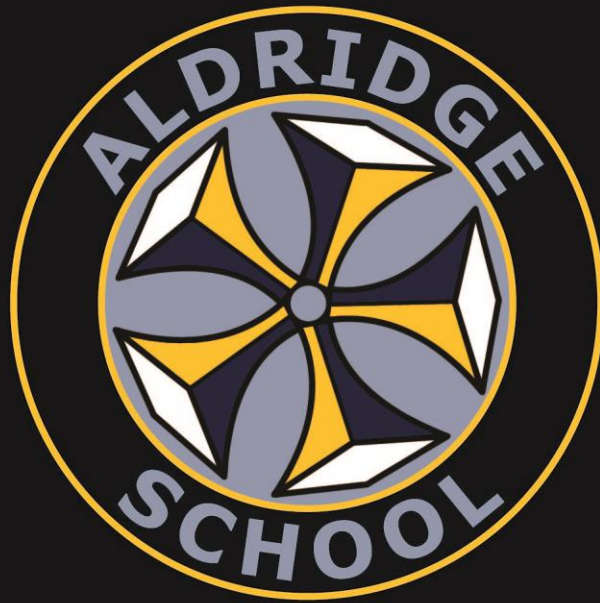
Aldridge School - An Academy is a successful converter academy with a good track record of results at both GCSE and A Level. Our most recent Ofsted inspection (February 2017) rated us as Good in all areas. This is an excellent opportunity for inspired, committed and enthusiastic people to join a thriving department in this popular and successful school. Our motto 'Achieving Excellence Together' is at the heart of our work.

You will be required to support pupils with a variety of needs and therefore should have an interest in supporting students with special educational needs. This may involve working with less able pupils or those who need help to reach their potential at a higher level. Enthusiasm, the ability to work in a team and the commitment to raising pupil achievement and removing barriers to pupils' learning are essential. A GCSE qualification in English/Mathematics would be an advantage as would a teaching assistant qualification.

To apply please submit an application on The Mercian Trust portal.

Aldridge School - An Academy is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment. The post is subject to enhanced DBS and safeguarding checks.

For further information please go to our web site www.aldriggeschool.org or contact Mrs R Knight 01922 743988 ex 2224.



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