



Appointment Brief for Learning Support Practitioner

Danes Educational Trust

MAKING THE DIFFERENCE TOGETHER





Becoming part of the team at the Danes Educational Trust will give you an opportunity to make a difference to the educational outcomes of young people in Hertfordshire, whilst providing you with an opportunity to pursue your passion for education.

In the last year, we have expanded to be a Trust of nine schools: St Clement Danes School, Croxley Danes School, Chancellor's School, Onslow St Audrey's School, De Havilland Primary School, Elstree Screen Arts Academy, Ascot Road Primary School, Jupiter Primary School, Lanchester Primary School and we have more schools in the pipeline. Schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust's vision and core values.

You will be part of a Trust that develops optimistic, resilient learners and valued, empowered staff. We collaborate with local, national and global partnerships to achieve our vision of 'Making the Difference Together' and consider our core values to be at the heart of what makes our Trust unique:

- We value **joy** in working, teaching and learning together
- We encourage everyone within our Trust to feel **optimistic** about the future and how they can shape it
- We support all individuals in developing **resilience** to enable them to respond to change and grow as a result
- We value and support the **wellbeing** of all individuals who learn and work in our schools
- We provide **equality** of opportunity and experience for all
- We provide a **safe** and secure learning environment for all

Job Title: Learning Support Practitioner

Line Manager: SENCo

Pay Range: H3.5 £19,312 + £898 Fringe Allowance FTE

Actual Starting Salary - £12,807.93

Work Pattern : 27.5 hours per week

9.00am – 3.00pm daily (30 min break)

Weeks Worked: Term Time + INSET days



Core Purpose

We are seeking a talented SEN **Learning Support Practitioner** to support an Early Years pupil who has additional specific learning needs. The successful candidate will work with teachers as part of a professional team providing learning support to help to overcome barriers to learning, including severe and multiple learning difficulties and behavioural, social, communication, sensory disabilities.

Main Duties and Responsibilities

The role of our learning support practitioner is to support the teachers in every respect in order that:

- the curriculum is delivered effectively;
- the children are motivated, happy, stimulated and excited to learn;
- the children are encouraged to behave in a respectful, thoughtful, responsible and considerate manner;
- the organisation of the class / group is smooth and efficient;
- each child is valued and benefits from an increased level of adult support and their individual needs are met;
- effective planning and delivery of appropriate activities is undertaken;
- able to reflect on own practice and make improvements to create a richer learning journey for our children.

Duties will include:

- working with the teacher to deliver the curriculum for the relevant age group;
- working with groups of children under the direction of the teacher, to deliver the curriculum to engage all in an exciting, stimulating and rigorous manner;
- contributing to planning and evaluating of outcomes;
- assessing each child's learning through observation to ensure children's next steps are anticipated and planned for;
- updating children's Learning portfolios;
- organising and delivering the outdoor curriculum;
- covering PPA time by facilitating creative learning opportunities;
- resourcing the outstanding learning environment.

Other Requirements

The learning support practitioner must be willing to work as part of a team, be flexible in their approach, demonstrate patience and understanding of a young child's needs and have a sense of humour.

Knowledge of the curriculum and experience of working with children of a relevant age is essential.

Attendance at professional development days or staff meetings will be necessary from time to time during the year. The learning support practitioners will be expected to attend relevant training courses in order to enhance his/her own professional development and to keep up to date with leading edge practice.

Job Description





The learning support practitioner will participate in the performance management appraisal system, designed to highlight future professional development.

Danes Educational Trust is committed to the safety and welfare of every child and the learning support practitioner will be required to attend appropriate safeguarding (child protection) training.

The learning support practitioner must be aware of the need for confidentiality regarding the pupils in their care.

Our Vision

At the Danes Educational Trust we are committed to 'Making the Difference Together' sharing best practice and supporting each other to be the very best we can be.

Core Values

The post holder is expected to share our commitment to our core values:

- We value joy in working, teaching and learning together
- We encourage everyone within our Trust to feel optimistic about the future and how they can shape it
- We support all individuals in developing resilience to enable them to respond to change and grow as a result
- We value and support the wellbeing of all individuals who learn and work in our schools
- We provide equality of opportunity and experience for all
- We provide a safe and secure learning environment for all

Compliance

The post holder is required to be aware of and comply with policies and procedures relating to child protection; health and safety; confidentiality; and data protection and report all concerns to an appropriate person.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts.

Additional Information

All staff are required to participate in training and other learning activities and in performance management and development as required by the Trust's policies and practices.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of the Trust.

Supervision/Job Context

The post holder is managed by the SENCo

Contacts

The post holder will work with, staff, students and parents

Job Description continued.



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We are looking for ...

Knowledge, Experience and Training

Essential:

- Experience of working with children of the relevant age
- Commitment to equal opportunity for all.
- Ability to work as a member of a team and promote teamwork.
- First class communication skills, both written and oral and a high standard of written and spoken English.
- Excellent interpersonal skills.
- Independence, resilience and determination.
- Flexible approach and ability to use own initiative.
- Ability to work under pressure.
- Understanding of the curricular requirements of the school.
- Ability to make effective use of modern technology to support teaching and learning.
- Commitment to professional development.
- A natural aptitude to model the Trust's core behaviours – *'We display transparency, kindness and respect in all our interactions with others, and support each other in all our endeavours. We are tenacious in our desire to make the difference together'*.

Desirable:

- Experience of supporting children with special educational needs.
- Experience of supporting children with English as an additional language.
- Has previous experience or a training qualification in working with children with Autism
- First Aid Training.
- Experience in a school setting.
- A 2:1 degree and a desire to train to become a teacher.

Person Specification





Ascot Road Primary School

Ascot Road Primary School is a 2-form entry school situated in West Watford. There are approximately 380 pupils on roll from Reception to Year 6.

The school opened in 2015 with just its Reception year and has grown each year to its current full capacity. The school has a close community and highly values our relationships with parents, working in partnership to provide the best education possible for our children. Our team of amazing staff are supportive of each other and recognise the important role everyone plays in the school. People visiting the school regularly comment on the calm, happy and positive atmosphere that runs through the school and how welcoming the staff are.

All the rooms at Ascot Road are named after tube stations and every space is utilized as a learning space. As well as our well-equipped classrooms, all with interactive whiteboards, visualizers, we encourage children to take their learning outside wherever possible.

Further details about Ascot Road may be found on our website and enquiries by telephone are welcome.

School Summary



We can offer a range of benefits including:

- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We have a vast experience of working with ECTs and we see ECT Induction as a means to develop the best teachers in the local area
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within an expanding Multi-Academy Trust
- Opportunities to expand your professional networks through the Trust's external partnerships e.g. Science & Learning Partnership, Challenge Partners
- £250 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Occupational Health and an onsite Counsellor
- Free parking
- Regular social events



Benefits





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