



# Learning Support Assistant

## APPLICATION PACK



# HOW TO APPLY

<b>Start Date</b>	As soon as possible following successful completion of standard pre-employment checks including a DBS or a check against the DBS Update Service if registered)
<b>Working Arrangements</b>	Temporary for 12 months, 35 hours per week, Monday to Friday 08.30 to 16.00, Term-Time (195 days per year to include 5 Professional Development Days). Some flexibility will be required to cover the Learning Resource Centre between 4pm-6pm one to two evenings per week. We offer independent study time for students, Monday to Thursday, on these days the shift will run from 10:30am to 6:00pm.
<b>Salary</b>	NJC Support Staff Pay Spine Point 3 to 10, £23,807 to £26,666 FTE. (Actual pro rata salary for full-time, term-time only 39 weeks per year, £19,344 to £21,667)
<b>Pension Scheme</b>	Local Government Pension Scheme
<b>Contractual Terms</b>	NJC Terms and Conditions for Support Staff in Sixth Form Colleges
<b>Application Deadline</b>	12 noon, Wednesday 1 <sup>st</sup> October 2025
<b>Interviews</b>	Interviews are expected to be held w/c 6 <sup>th</sup> October 2025

## How to Apply:

Download the application form and complete it electronically (please note we are unable to accept CVs).

Email your application to **hr@priestley.ac.uk** or, if you are unable to complete it electronically, hand it in at our reception or post to: **HR Department, Priestley College, Loushers Lane, Warrington, WA4 6RD.**

Incomplete applications will not be accepted.

It is important you complete all relevant sections of the form accurately. Providing false information is an offence and could result in your application being rejected or, if you are selected, to summary dismissal with the potential for prosecution.

If you require assistance completing your application, or require information in a different format, please email **hr@priestley.ac.uk**

# JOB DESCRIPTION



**Job Title: LSA- Learning Support Assistant**

**Responsible to: Inclusion Manager**

## **Job Description and Purpose:**

To provide effective support for all students with a particular focus on those with identified disabilities or difficulties and to meet their individual needs, working under the direction of the Inclusion Manager and subject tutor in an inclusive environment, and facilitating learning for all students. Work may be undertaken in the classroom or outside the main teaching area. This could require detailed and specialist knowledge in particular areas and will involve working as part of the teaching and learning team in classrooms.

## **Job Duties and Responsibilities:**

- To work with identified students to provide support to secure access, participation and achievement and to promote student skills and development in a safe, secure environment, employing strategies to recognise and reward achievement and independence
- To ensure the safety and well-being of the student at all times
- To work and alongside students individually or in groups in class, as directed by the subject tutor
- To have an understanding of and utilise strategies to support the student's specific needs in order to help him or her learn as effectively as possible
- To promote inclusion of all students within the learning environment
- To help keep students on task; to build motivation and to ensure their needs are being met and they are effectively included within the group
- To build and maintain successful relationships with students
- To help identify other students within a class who may need specific support and further assessments and refer them to the Inclusion Manager
- To liaise with subject staff to ensure that effective differentiation is planned for and delivered in lessons and activities to support specific students.
- To liaise with subject staff to ensure that effective differentiation is planned for and delivered in lessons and activities to support all students with identified difficulties
- To actively seek out and identify appropriate resources to support students
- To have knowledge of relevant subject specific resources and equipment
- To observe and support the development and progress of students to identify individual needs and difficulties and to give appropriate feedback to students and relevant staff in relation to their progress
- To maintain accurate student records, using standardised documentation, including action planning, monitoring and review



## Job Duties and Responsibilities:

- To monitor and evaluate students' responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives
- To liaise with relevant staff to ensure an appropriate learning environment
- To attend and support at college admissions processes, including open evenings and interview evenings, and to assist with any initial assessment
- To attend regular team meetings, staff meetings and reviews as required
- To provide general clerical support in the Study Support Department as required
- To be aware of and adhere to all college policies and procedures
- To maintain strict confidentiality in relation to all information on any student and refer to disclosures to appropriate staff
- To attend relevant professional development to update knowledge
- To work as part of a team and support the roles of other team members
- To undertake other duties commensurate with the role as directed by the Assistant Principal for Student Services.

# PERSON SPECIFICATION



## Learning Support Assistant

Key: A= Application, I = Interview, R = References, C = Certificates

	Essential	Desirable	Identified by
<b>Relevant Experience:</b>			
Recent experience in supporting students with a wide range of needs		✓	A
Experience in differentiation strategies and resources	✓		I
Excellent organisation skills and evidence of keeping records	✓		A,I
Experience in supporting students with a range of difficulties and disabilities including ASD/ADHD		✓	A
Experience in administering routine screening and assessment		✓	A,I
Experience of behaviour management		✓	A
Experience in monitoring achievement, recording progress, and giving feedback to students and staff		✓	A,I
Awareness/Understanding of relevant key safeguarding issues	✓		A,I
<b>Education and Training:</b>			
Minimum of 5 A*-C or 9-4 grades at GCSE or equivalent (including English & Maths)	✓		C
Degree		✓	C
Understanding of impact of Autism, Asperger's Syndrome, ADHD and dyslexia	✓		A,I
Training in relevant learning strategies for literacy or numeracy		✓	A
Evidence of further related training or interests		✓	A,C
Evidence of training in autism, Asperger's Syndrome, ADHD or dyslexia		✓	A,C
First Aid Qualification (or willingness to be a First Aider/undertake appropriate training)		✓	A,C
<b>Knowledge and Abilities:</b>			
Awareness of SEND	✓		I
Effective use of ICT to support learning	✓		I
Working knowledge of relevant policies/codes/practices and awareness of relevant legislation		✓	I
Ability to relate to young people and adults	✓		I
Ability to work as part of a team	✓		I
Ability to assist in planning and preparation of resources, work to deadlines and work independently	✓		I
Ability to use relevant additional technology and to train others in its use		✓	I
Strategies to support students with autism, Asperger's Syndrome, ADHD and behavioural issues		✓	I
<b>Personal Qualities</b>			
Ability to be flexible and show initiative	✓		I
Good interpersonal, organisational and administrative skills	✓		I
Good record of attendance/punctuality (within the confines of the DDA)	✓		I,R

Commitment to equal opportunities and the principles of Equality and Diversity	✓		I
Strong support for the College ethos	✓		I
Ability to work to defined deadlines	✓		I,R
Ability to adapt to change	✓		I
Flexible in approach	✓		I
Excellent numeracy, literacy, communication, ICT and interpersonal skills	✓		A,I
Ability to use initiative and take direction	✓		R
<b>Safeguarding:</b>			
Suitable to work with children and young adults and/or vulnerable adults	✓		A,R
Willingness to apply for an Enhanced Disclosure and Barring Service check or to have a check undertaken against an existing DBS Certificate if registered for the DBS Update Service.	✓		A,R

# ADDITIONAL INFORMATION



## Safeguarding and Safer Recruitment in Education

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. All policies regarding safeguarding can be found on our website [www.priestley.ac.uk](http://www.priestley.ac.uk)

Priestley College uses the Disclosure and Barring Service to assess all applicants and complies fully with the DBS Code of Practice. For more details go to [www.gov.uk/government/organisations/disclosure-and-barring-service/about](http://www.gov.uk/government/organisations/disclosure-and-barring-service/about) and for information relating to the DBS Update Service visit [www.gov.uk/dbs-update-service](http://www.gov.uk/dbs-update-service). We also comply with our obligations under the Data Protection Act 1998.

The successful applicant will be required to obtain an Enhanced DBS certificate for the Child Workforce (which must be shared with the HR Department within 28 days of its issue) or if already registered with the Update Service, provide their original certificate, and their registration number. All information will be treated in the strictest confidence and will not necessarily disqualify a candidate from consideration of appointment.

## Equality and Diversity

As an equal opportunities employer we aim to promote and maintain equality of opportunity. We monitor the diversity of applicants and would therefore ask you to support us in completing and returning our Equal Opportunities Monitoring Form. Information will be treated in confidence and will only be used to assist our monitoring process.

## Invitation to Interview

Applicants who are shortlisted will be emailed by the HR Department. If you have not been contacted you should assume that unfortunately you have not been shortlisted. Applicants who require any special arrangements or adjustments should contact HR. Applicants declaring a disability will be contacted in order that, wherever possible, appropriate adjustments can be made to support the candidate.

## Evidence of Identity

At interview, applicants will be required to produce the following:

### Evidence of identity

Current, valid passport

*and / or*

Current, valid driving licence

*and / or*

birth certificate (issued at time of birth, full or short form)

### Confirmation of address

Bank / building society statement

or a utility bill

(mobile phone bill is not acceptable)

Qualifications relevant to the post (if not provided at interview must be provided prior to taking up an appointment. Failure to do so may result in a job offer being withdrawn).

## References (Safeguarding Requirement)

If you are invited to attend an interview, the College will approach your referees prior to interview where possible. One of your nominated referees must be of a professional nature eg. current employer. Referees should not both be from the same employer wherever possible. If you are not currently working with children or young people, but have been employed in such a capacity previously, we require one nominated referee from that employment.

## Offer of Appointment

Any offer of employment will be subject to mandatory pre-employment checks including all those outlined above as well as proof of health and physical capacity to undertake the role ie. an occupational role (ie. an occupational health check).



# ABOUT PRIESTLEY



Priestley College's mission is to inspire, challenge and support young people to ensure they excel both in learning and in life.

As a founder member of The Challenge Academy Trust the College is part of TCAT's aim to deliver a cohesive education pathway from primary through to sixth form.

We are a friendly and inclusive college with a consistent record of high achievement, offering around 70 A-Level, Vocational and T-Level courses.

Priestley students have a consistent record of achieving a pass rate of 99% or better in A-Levels and each year around 30 A-Levels see a 100% success rate. Similar accolades are secured in Vocational subjects and in T-Levels.

The quality of education we provide in Science, Technology, Engineering and Maths was recognised when we became the first dedicated sixth form in the country to receive STEM-assured status.

Priestley was one of first colleges in the country to provide T-Levels and we also boast the UK's first dual rugby academy acknowledging the level of coaching received by both girls and boys.

There are now more than 2,000 students at Priestley who learn on a modern campus that we are constantly looking to improve.

Priestley is not a college that stands still. All tutors and staff constantly look for ways to improve in order to make the biggest difference to the highest number of young people.



# OUR CAMPUS



Priestley has a welcoming campus similar to one you would find at a university.

- |   |                            |
|---|----------------------------|
| <b>C</b> CRESCENT BUILDING / MAIN RECEPTION | <b>D</b> DESIGN CENTRE     |
| <b>P</b> PRIESTLEY ENTRANCE                 | <b>A</b> ARTS CENTRE       |
| <b>CT</b> COSTELLO THEATRE                  | <b>PA</b> PERFORMING ARTS  |
| <b>LRC</b> LEARNING RESOURCE CENTRE         | <b>VB</b> VIOLA BEACH CAFE |
| <b>LC</b> LEWIS CARROLL BUILDING            |                            |
| <b>S</b> SPORTS CENTRE / ALL WEATHER PITCH  |                            |



## CAMPUS FACILITIES

### Crescent Building

The Crescent Building is home to a wide range of subjects, everything from Health and Education to History and Public Services. It is also where you will find the Crescent Café and a Starbucks with space to relax outside.

### Learning Resource Centre

The LRC has recently been refurbished to create some definitive spaces in which to learn including Wellbeing and Careers Hub.

### Viola Beach Café & Costa Crescent Café & Starbucks

Visit the Viola Beach Café where there is space to relax and where we hold regular open mic sessions. Upstairs is The Mez where we serve Costa Coffee as well as seating for groups. The Crescent Café provides freshly-prepared food including a salad bar, sandwiches, wraps, soups and other hot meals including breakfast. Cashless Catering allows students to pay for meals using their ID card. Your account can be topped up online or at one of the top-up machines in college.

### Outdoor Spaces

There are several spaces around the campus where you can relax outside. There is some undercover seating linked to the Crescent Café, a mini outdoor theatre surrounded by greenery that is very relaxing as well as a large space in the centre of campus with benches and tables.



# OUR STAFF



## ADAM BIRD

'My role allows me to work with people across the college and what always impresses me at Priestley is how everyone pulls together for the good of the students and the college as a whole. It is an inspirational place to work.'

Head of Marketing & Communications

## LIBBY HOLT

'Priestley has a real sense of community and shared purpose. The focus is on how we work together, support each other and use our expertise to provide the best experience and opportunities for our students. There is a clear and thoughtful balance between academic rigour and pastoral support that enables students to achieve their potential both here and beyond.'

Head of Faculty  
Humanities & Social Science

## KIM PAYTON

'I was a student at Priestley and now as a member of staff I have worked alongside some of the most wonderful people as well as supported inspirational students. The experience has helped shape the person I am today.'

Administrator for Pastoral Heads

## CHRIS JOHNSON

'I enjoy working at Priestley as teachers can get involved in project posts, allowing you to utilise existing/ develop new skills and knowledge, and work with other faculties.'

Teacher of Business Studies

# OUR STAFF BENEFITS



There are many additional benefits to working at Priestley College. Below is a summary of some key perks.



## Employee Assistance Programme

Access to comprehensive telephone helplines that are available all day, every day offering practical and emotional support including help with bereavement, trauma, relationship issues, stress and family matters. There are many other benefits to this service, which all staff are made aware of when joining Priestley.



## Continuous Professional Development Programme

Priestley College runs a number of Continuous Professional Development Days throughout the year and is open to suggestions as to what you would like to learn on these days. Staff can also be supported in additional development outside of these days.



## Free eye tests

Staff can apply to be reimbursed for the cost of an eye test where a significant part of their normal work is spent on a visual display unit (VDU) or display screen equipment (DSE).



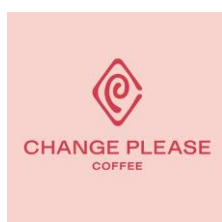
## Staff wellbeing activities

There are several wellbeing activities that take place throughout the year as well as fun charity days and social gatherings that bring all staff who want to join in together.



## Free parking and cycle storage

Free parking is available at Priestley College and there is a secure cycle storage area on the campus.



## Cafes and kitchen

Staff have two cafes from which to choose, but both sell tasty coffee supplied by Change Please. This amazing social enterprise donates its profits to helping the homeless so every time you buy a drink you are making a difference!

# TCAT STAFF BENEFITS



As a part of The Challenge Academy Trust, staff at Priestley are also eligible for the following benefits. Scan the QR code to find out more about TCAT's approach to workload, wellbeing and staff benefits.



## Continuing Professional Development

Join us at Education Connect to access high-quality CPD that is rooted in the latest research, promotes innovation, and fosters a culture of collaboration.



## TCAT Plus (Health and Wellbeing and Staff Discounts)

TCAT Plus is an online hub for all staff that offers wellbeing support and financial discounts at hundreds of big brand online and high street retailers.



## Cycle to Work Scheme

Save 23-39% on a new bike for work. TCAT have teamed up with BHN Extras to offer a Cycle to work salary sacrifice scheme.



## Smart Tech

A chance to get the latest tech at the best price and spread the payments over your salary, interest-free.



## Car Benefit Scheme

A salary sacrifice car lease scheme in partnership with Tusker. Access an electric or hybrid vehicle that will be fully serviced, insured, vehicle tax paid and recovery assistance.



## Pension

A career within TCAT will provide you with access to the Teachers Pension or Local Government Pension scheme.



## Hub Support Mode

Strength through interdependence and collective accountability in our working practices. Much of this is achieved via our extensive professional hub network.



## Workload Strategy

We have carefully examined and implemented the recommendations outlined in the DfE Workload Reduction Toolkit across the Trust. We are committed to aligning and integrating our approach to workload management for all our staff.



## Maternity, Paternity, Adoption and Shared Parental leave

Enhanced maternity and adoption pay for eligible employees.



## Entitlement to occupational sick pay

Up to six months full pay and six months half pay in the event of being unable to work.



## Enhanced annual leave for support staff

8 bank holidays plus up to 31 days annual leave.



**PRIESTLEY**  
◆ ◆ ◆ **COLLEGE** ◆ ◆ ◆  
WARRINGTON

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