

The people behind  
the magic.



JOIN OUR TEAM



# Learning Support Assistant (Level 1)

**Salary:** Band C (NJC points 4-6) **Actual Salary:** £15,444 - £15,937 (pay award pending)

**Positions:** 2

**Contract Terms:** Permanent, term-time only plus 2 days

**Hours:** 27 hours 30 minutes per week, Monday to Friday

**Closing Date:** Wednesday 3rd September 2025 at 9.00am

**Interview:** to be confirmed

**Start Date:** As soon as your notice allows

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, we would encourage you to submit your application as early as possible.



Together  
Learning Trust

THE SCHOOL

# CHARACTER BUILDING SINCE 1712



Welcome to The Brooksbank School, where we have a rich and long history of serving the community of Elland. We are proud to be the second largest comprehensive high school in Calderdale, with 1700 students who are at the heart of everything we do. Our school has maintained its own sixth form centre, providing our students with continuity and the opportunity to achieve their full potential.

At Brooksbank, we are fully committed to academic excellence and strive to provide the best possible education for our students. Our school consistently ranks highly among the top non-selective schools in Calderdale. However, we also believe that true accomplishment goes beyond academic success. That's why we encourage our students to pursue their passions in the arts, sports, media, and community work, which will shape them into future leaders.

We are excited to share that 2022 marks a new chapter in our school's journey as we joined the Together Learning Trust. This move provides us with the opportunity to further improve our school and continue our mission of providing an excellent education for every student, every day. As part of a committed and supportive staff team, you'll find opportunities here to shine and represent the #spiritofbbs.

We invite you to become a part of our school community, where you will be welcomed with open arms. At The Brooksbank School, you'll find a warm and nurturing environment that encourages personal growth and fosters a sense of belonging. Join us on this exciting journey and be a part of something truly special.



*There are increasing numbers of 'success stories' for pupils who now engage successfully with their learning as a result of the support they receive*

**- OFSTED REPORT 2022**

## EXPLORE MORE



[www.thebrooksbankschool.co.uk](http://www.thebrooksbankschool.co.uk)



thebrooksbankschool



@thebrooksbank



# When schools collaborate, incredible things happen.

**Together Learning Trust** is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing, in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together**.

What could we do, together?

**DAVID LORD, CHIEF EXECUTIVE OFFICER**



*"Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."*

**- DAMIAN BALL**

**Assistant Headteacher, The Brooksbank School**

EXPLORE MORE



[www.togetherlearningtrust.co.uk](http://www.togetherlearningtrust.co.uk)

**Together**  
Learning Trust

## THE JOB

# Learning Support Assistant

Are you a passionate, friendly and dedicated when it comes to providing excellent care and educational support to students with additional needs? Do you recognize yourself as having strong communication skills, patience and understanding? Are you a strong team player who can help to secure outstanding outcomes for all students in a safe, vibrant, and happy school? If this sounds like you, we'd love to hear from you.

### What will you get in return?

This is a fantastic opportunity to work as part of a passionate and friendly team under the direction and with the support of the SENDCO and Assistant SENDSO. You will also benefit from fantastic support and development opportunities to enable you to do what you do best at this wonderful school. At The Brooksbank School, you'll find a strong foundation where you can make a real difference to the lives of our children.

### What the role involves in a nutshell:

- To provide dedicated 1:1 support for a child / children diagnosed with additional needs who require individual support to support access to learning, as well as being able to nurture the child's social and emotional needs.
- Responsible for some learning activities within the overall teaching plan to enable access to learning.

In addition to the above, we're looking for someone who is self-driven and wants to deliver the best service. It's important that you can demonstrate a solution's focused attitude, maintaining a positive outlook and work well in a team.

### What you'll get in return?

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- Automatic enrolment to the West Yorkshire Pensions Fund
- A Supportive and forward-thinking Leadership Team
- Staff development through appraisal and CPD
- Working as part of a creative and supportive team who want the best for all of our students
- Free Parking
- Cycle to Work scheme
- Eye Care
- Annual Flu Vaccines
- Home & Technology Scheme
- Rewards and discounts
- GP Online and Prescription Service
- Your Care Wellbeing package
- Lifestyle benefits (discount platform)

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

## JOB DESCRIPTION

# Learning Support Assistant

<b>Responsible to:</b>	Assistant SENDSO
<b>Scale/Salary</b>	Grade C (4-6) – term time only plus 2 days
<b>Main Purpose of the role</b>	<p><b>In the role of Learning Support Assistant (Level 1) you will:</b></p> <ul style="list-style-type: none"><li>• Work under the direction, guidance and direct supervision of the SENDCO and classroom teacher to support access to learning.</li><li>• Responsible for some learning activities within the overall teaching plan to enable access to learning.</li></ul>
<b>Main Duties &amp; deliverables</b>	<p>You will support teaching and learning within the classroom by:</p> <ul style="list-style-type: none"><li>• Providing support to class teachers in targeted curriculum areas.</li><li>• Working under the direction, guidance and direct supervision of the SENDCO and classroom teacher to support access to learning.</li><li>• Helping subject teachers prepare adapted materials for use in the classroom,</li><li>• Prepare adapted materials and teaching aids under the guidance of the SENDCO, Assistant SENDSO or teacher.</li><li>• Preparing Pen Portraits as required by the SENDCO.</li><li>• Supporting teaching staff in carrying out aspects of the school behaviour policy and to reinforce the behaviour policy as part of the professional role.</li><li>• Maintaining an up-to-date provision map for key students.</li><li>• Providing written feedback to inform the annual review.</li><li>• Ensuring staff and students are working towards targets identified in annual reviews.</li><li>• Being interested and enthusiastic in the delivery of subject specific learning materials and resources.</li><li>• Attend departmental meetings, where appropriate.</li><li>• Liaising with the Heads of Department/Assistant Heads of Department</li><li>• Working with departments to offer modified activities where appropriate, e.g. P.E, Drama</li><li>• Assisting in adapting work both for lower and higher ability students – examples of this are:<ul style="list-style-type: none"><li>○ simplifying/extending subject specific vocabulary</li><li>○ explaining and interpreting work given by the teacher</li><li>○ suggesting ways of tackling the task</li><li>○ providing simplified/extended versions of work (needs advance planning with teacher)</li><li>○ breaking down tasks into appropriate chunks</li><li>○ assisting students in recording homework</li></ul></li></ul> <p>You will support student progress by:</p> <ul style="list-style-type: none"><li>• Establishing positive and productive working relationships with students, and actively.</li><li>• Promoting the inclusion of all students.</li><li>• Supporting students in their work as directed by the class teacher and the SENDCO</li><li>• Encouraging and supporting:<ul style="list-style-type: none"><li>○ Development of appropriate strategies for learning</li><li>○ Development of independent study skills</li></ul></li></ul>

	<ul style="list-style-type: none"> <li>○ Appropriate standards of behaviour</li> <li>• Be a key worker for identified students or specific groups of students.</li> <li>• Helping students access practical activities safely and successfully.</li> <li>• Assisting with care needs (NB: where these additional responsibilities include intimate care of student's guidance will be provided).</li> <li>• Having sound knowledge of the SEND code of practice and keep up to date with areas relating to risk assessments for SEND students</li> </ul>
<b>Expected Behaviours</b>	<ul style="list-style-type: none"> <li>• Support the ethos, vision, principles and values of the school.</li> <li>• Treat colleagues, students and all members of the community with respect and consideration.</li> <li>• Treat all students fairly, consistently and without prejudice.</li> <li>• Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.</li> <li>• Support the ethos of the school by upholding the code of conduct, uniform rules, etc.</li> <li>• Take responsibility for own professional development and participate in arrangements adopted by the school for the assessment of his/her performance and that of other teachers.</li> <li>• Reflect on our own practice as well as the practices of the school with the aim of improving all that we do and achieving excellence.</li> <li>• Read and adhere to School policies and implement School improvement plans.</li> <li>• Participate in the development and management of the school by attending various team and staff meetings.</li> <li>• Undertake duties as prescribed within the school's policies.</li> <li>• Undertake professional duties reasonably assigned to them by the Headteacher.</li> <li>• Be proactive and take responsibility for matters relating to health and safety.</li> <li>• To play a full part in the life of the school community, to support its distinctive values and ethos and to encourage and ensure staff and students follow this example.</li> </ul>
<b>Other specific duties</b>	<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Chief Executive Officer and Headteacher to undertake work of a similar level that is not specified in this job description.</p> <p>This job description is current at the date shown. It will be reviewed at least annually and, in consultation with you, it may be changed by the Chief Executive Officer or Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.</p>
<p>We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that <b>it is an offence to apply for the role</b> if you are barred from engaging in regulated activity relevant to children.</p>	

## PERSON SPECIFICATION

# Learning Support Assistant

To be assessed through application, reference and interview.

Criteria	Essential	Desirable
<b>Qualifications</b>		
Educated to GCSE Grade C/4 or above (or equivalent) in English and Maths	✓	
To have or to be willing to work towards Level 2 QCF in Teaching and Learning	✓	
To have or to be willing to work towards a full or emergency pediatrics first aid certificate	✓	
<b>Experience</b>		
Working with children/young people		✓
Working in a school environment		✓
Experience of support teachers in at least one curriculum area		✓
Experience of supporting children with specific learning difficulties		✓
Experience of supporting children with physical/sensory impairments		✓
<b>Skills and Abilities</b>		
Excellent written and communication skills	✓	
A good understanding of literacy and numeracy	✓	
Ability to efficiently manage and prioritise workloads	✓	
Ability to build positive relationships with all stakeholders, especially parents/carers	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise child safeguarding issues	✓	
Good level of proficiency in Microsoft Word, Excel and Outlook	✓	
Ability to remain calm under pressure	✓	
Excellent communicator with strong interpersonal skills	✓	
Well organised, pro-active and able to thrive under the pressure	✓	
<b>Personal Attributes</b>		
Self-driven, results-orientated with a positive outlook	✓	
A natural forward planner who critically assesses their own performance	✓	
Mature, credible with excellent interpersonal skills	✓	
Reliable, tolerant and determined	✓	
Empathetic - able to see things from another person's point of view	✓	
Able to motivate and persuade, negotiate and influence others	✓	
Well-presented and professional	✓	
Keen for new experiences, responsibility and accountability	✓	
Able to get on with others and be a team player	✓	
Ability to evaluate own learning needs and actively seek learning opportunities	✓	
Integrity and exercises confidentiality	✓	

A commitment to inclusive education	✓	
Good sense of humour	✓	
Integrity and exercises confidentiality	✓	
Ability to think pragmatically and be solutions focused	✓	

## HOW TO APPLY

# Say yes to new adventures.

Could we be a good fit for each other? If you'd like a chat about the role or have any questions ahead of making a formal application, we would be delighted to hear from you. Please contact our Claire Washington, our Personal Assistant to the Leadership Team via [c.washington@brooksbank.tlt.school](mailto:c.washington@brooksbank.tlt.school)

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

## SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2024.