

The people behind
the magic.



JOIN OUR TEAM

Learning Support Assistant (Level 1) RISE Alternative Provision

Salary: Band C (NJC points 4-6) **Actual Salary:** £15,938 - £16,447

Contract Terms: Permanent, Term-time Only plus 2 days

Hours: 27.5 hours per week. Monday to Friday 8.30am – 2.30pm

Closing Date: Tuesday 20th January 2026 at 9am

Start Date: As soon as your notice period allows

The provision's base is at Ryburn Valley High School

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.



Enabling every student to RISE – ready for reintegration, inspired for success



About RISE Alternative Provision

RISE is a specialist intervention designed for students in **Key Stage 3 (Years 7–9)** who require short-term, intensive support to overcome barriers to learning and prepare for successful reintegration into mainstream education. Our vision is clear:

"Enabling every student to RISE – ready for reintegration, inspired for success."

We provide a **safe, inclusive, and values-driven environment** where students receive tailored academic and pastoral support. Placements typically last **12 weeks**, with a strong focus on improving engagement, attendance, and emotional wellbeing. Our approach combines **structured routines, high expectations, and relational practice**, ensuring every student feels supported and empowered to thrive.

RISE operates from its own dedicated, specialist building, providing a safe and structured environment that currently caters for up to 10 Key Stage 3 students.

What Makes RISE Unique

- **Curriculum Continuity:** Students follow a curriculum aligned with the National Curriculum, adapted to meet individual needs, including core subjects and creative opportunities.
- **Holistic Support:** We embed pastoral care, emotional regulation strategies, and targeted interventions such as ELSA, CAMHS, and career-based learning.
- **Positive Relationships:** Behaviour management is rooted in consistency, respect, and restorative practice, aligned with Together Learning Trust policies.
- **Impact-Driven:** Success is measured through attendance, engagement, academic progress, stakeholder voice, and reintegration outcomes.

RISE is not just an alternative provision—it's a **transformational pathway** that helps students re-engage with learning and build the confidence, resilience, and skills needed for their next phase.

We are extremely proud to be leading the way in Calderdale, and we need like-minded people who can really help us make the difference.

Leanne Ginty, ALTERNATIVE PROVISION MANAGER

Danny Armitage, SENIOR DIRECTOR OF EDUCATION

THE SCHOOL

Everyone matters and every dream counts

We are proud of the high-quality education we offer at Ryburn Valley High School. We are a school of character, ensuring our students have opportunities to shine. We want them to be the best that they can be, taking risks and continually striving to develop and improve as young professionals. As Ofsted stated following our last inspection: "Pupils know the ethos of the school is based on 'everyone matters, and every dream counts.' Leaders have fostered the values of kindness, honesty, respect and endeavour, which is brought to life by the everyday interactions of pupils and staff."

Ryburn is a school which has exceptionally high standards. Ryburn students work hard, get involved with the school community and "strive to excel". We want our students to leave school with bundles of new skills and knowledge, and of course great exam results. However, we also want them to develop and grow as young people, to leave our school with the attitudes and confidence to go out into the world and make a positive impact.

We live by the values of Kindness, Honesty, Respect and Endeavour. These values are on show in our lessons, in all our conversations and in the way both staff and students work as a team: Team Ryburn.

Ryburn Valley High School is a fantastic place to work and learn and we are always aiming to develop even further. The quality of every interaction we have with students and staff establishes a culture where everyone can 'strive to excel' and achieve great things.

We are looking for an extraordinary individual to join our school and really make a difference in the lives of our young people.

Donna Watkins, HEAD OF SCHOOL



Ryburn Valley High School provides a strong, vibrant and welcoming community. Pupils swell with pride when they talk about their school. They told inspectors about the opportunities they get to develop their confidence and resilience.

- OFSTED REPORT 2022

EXPLORE MORE



www.rvhs.co.uk



[ryburnvalleyhighschool](https://www.facebook.com/ryburnvalleyhighschool)



[@RVHS_school](https://twitter.com/RVHS_school)



WORKING TOGETHER

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

Together
Learning Trust

Learning Support Assistant

(Level 1)

Are you passionate about helping students overcome barriers to learning and prepare for successful reintegration into mainstream education? Do you have the patience, resilience, adaptability, and strong communication skills to build positive relationships and support emotional wellbeing? Can you thrive in a structured, specialist setting where teamwork and relational practice are key to success?

If this sounds like you, we'd love to hear from you.

What the role involves in a nutshell:

- Providing dedicated 1:1 and small group support for students with additional needs, ensuring access to learning and nurturing social and emotional development.
- Supporting teaching and learning under the guidance of the AP Manager and classroom teacher.
- Assisting with adapted resources and personalised strategies to meet individual needs.
- Promoting inclusion, resilience, and independence in a safe and structured environment.
- Working collaboratively with colleagues and external professionals to deliver holistic support

What you'll 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 Alternative Provision Manager. You will also benefit from fantastic support and development opportunities to enable you to do what you do best at this wonderful school. At RISE you'll find a strong foundation where you can make a real difference to the lives of our children.

Benefits:

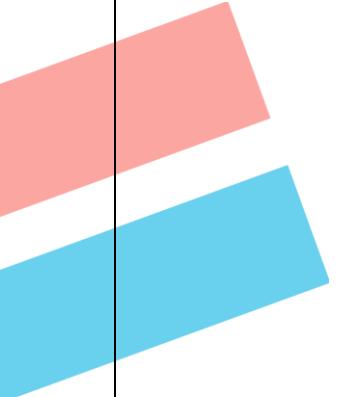
- Automatic enrolment to the West Yorkshire Pension Fund
- A Supportive and forward-thinking Leadership Team
- Staff development through appraisal and CPD
- Working as part of a creative and supportive team who want the best for all of our students
- Free Parking
- Cycle to Work scheme
- Additional holidays linked to service
- 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 (Level 1)

Responsible to:	Alternative Provision Manager
Scale/Salary	Grade C (4-6) – 27.5 hours - term time only plus 2 days
Main Purpose of the role	<p>In the role of Learning Support Assistant (Level 1) you will:</p> <ul style="list-style-type: none">• Work under the direction, guidance and direct supervision of the AP Manager and classroom teacher to support access to learning.• Responsible for some learning activities within the overall teaching plan to enable access to learning.
Main Duties & deliverables	<p>You will support teaching and learning within the classroom by:</p> <ul style="list-style-type: none">• Providing support to class teachers in targeted curriculum areas.• Working under the direction, guidance and direct supervision of the AP Manager and classroom teacher to support access to learning.• Helping subject teachers and the AP Manager prepare adapted materials for use in the classroom,• Prepare adapted materials and teaching aids under the guidance of the AP Manager or teacher.• Supporting teaching staff and the AP Manager in carrying out aspects of the school behaviour policy and to reinforce the behaviour policy as part of the professional role.• Maintaining an up-to-date provision map for key students.• Providing written feedback to inform reviews.• Ensuring staff and students are working towards identified targets.• Being interested and enthusiastic in the delivery of subject specific learning materials and resources.• Attend team meetings and briefings, where appropriate.• Liaising with the Heads of Department/Assistant Heads of Department• Working with departments to offer modified activities where appropriate, e.g. P.E, Drama• Assisting in adapting work both for lower and higher ability students – examples of this are:<ul style="list-style-type: none">○ simplifying/extending subject specific vocabulary○ explaining and interpreting work given by the teacher○ suggesting ways of tackling the task○ providing simplified/extended versions of work (needs advance planning with teacher)○ breaking down tasks into appropriate chunks○ assisting students in recording homework <p>You will support student progress by:</p>

	<ul style="list-style-type: none"> Establishing positive and productive working relationships with students, and actively. Promoting the inclusion of all students. Supporting students in their work as directed by the class teacher and the AP Manager. Encouraging and supporting: <ul style="list-style-type: none"> Development of appropriate strategies for learning Development of independent study skills Appropriate standards of behaviour Be a key worker for identified students or specific groups of students. Helping students access practical activities safely and successfully. Assisting with care needs (NB: where these additional responsibilities include intimate care of students' guidance will be provided). Having sound knowledge of the SEND code of practice and keep up to date with areas relating to risk assessments for SEND students The successful candidate will be required to carry out Intimate Care Needs and administer medication
Expected Behaviours 	<ul style="list-style-type: none"> Support the ethos, vision, principles and values of the school and Trust. Treat colleagues, students and all members of the community with respect and consideration. Treat all students fairly, consistently and without prejudice. Set a good example to students in terms of appropriate dress, standards of punctuality and attendance. Support the ethos of the school/Trust by upholding the code of conduct, uniform rules, etc. 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. 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. Read and adhere to School/Trust polices and implement improvement plans. Participate in the development and management of the school by attending various team and staff meetings. Undertake duties as prescribed within the school's/Trust's policies. Undertake professional duties reasonably assigned to them by the AP Manager/Headteacher/Senior Director. Be proactive and take responsibility for matters relating to health and safety. 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.

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.



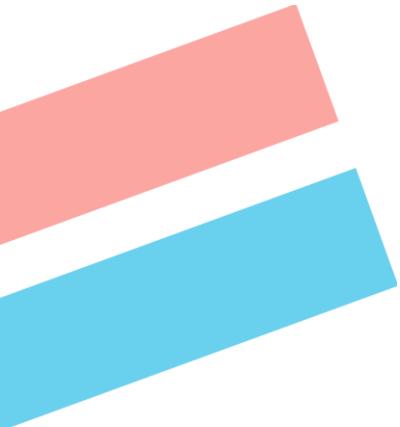
Learning Support Assistant

(Level 1)

To be assessed through application, reference and interview.

Criteria	Essential	Desirable
Qualifications		
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	✓	
Experience		
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		✓
Skills and Abilities		
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	✓	
Personal Attributes		
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, determined and resilient	✓	
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	✓	
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, then we'd be delighted to hear from you. Please contact Leanne Ginty our Alternative Provision Manager via L.ginty@lt.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 2025.