



Appointment Brief for Learning Support Practitioner

Danes Educational Trust

MAKING THE DIFFERENCE TOGETHER





Dear Applicant,

Re: Learning Support Practitioner – Lanchester Primary School

Thank you for your interest in applying to Lanchester Primary School for the position of Learning Support Practitioner. We are looking to appoint a hard-working and dedicated candidate to join our friendly LSP team.

Lanchester Primary School is a very well regarded school in central Watford, having had a very positive Ofsted inspection in July 2019. Along with our two sister schools, we have now joined the Danes Educational Trust. You will be joining the school at a time when we will be reaping the huge benefits of our involvement with Danes.

Our vision at Lanchester is that every child is valued, celebrated and encouraged to be the best version of themselves that they can be. Our children realise their full potential through taking pride and having fun in their learning. In so doing, they grow into confident citizens of their world, who can make a positive difference.

We inspire our children to enjoy their childhood, while becoming:

- Independent, resilient, lifelong learners
- Thriving, adaptable and aspirational people
- Caring, considerate and respectful members of society.

We are a two-form entry primary school situated near the centre of Watford with excellent transport links into / from London, we are also close to the M25. You can visit our school website: www.lanchestercfs.org.uk for further information about the school.

The successful candidate must be able to demonstrate that they share our values and are highly motivated and that they are flexible in their approach.

The governors and myself are committed to the well-being and continuing professional development of all members of staff. This role would provide an excellent opportunity for an outstanding and ambitious person. DET has a track record of excellent pupil attainment and achievement and offers exceptional professional development opportunities both within the Trust and School. More information about the Trust can be found [here](#).

Yours sincerely ,

Mr John Dibden
Head Teacher





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: Deputy Head Teachers

Pay Range: H3.5 £19,312+ £868 Fringe Allowance

Actual starting salary £15,136.65 Including Fringe Allowance

Work Pattern: Monday – Friday 8.30am – 3.30pm

Weeks Worked: Term Time plus INSET days

Core Purpose

To work with teachers to support teaching and learning, providing general and specific assistance to pupils and staff under the direction, guidance and direct supervision of the classroom teacher.

Responsibilities:

- Implement planned learning activities/teaching programmes as agreed with the teacher, adjusting activities according to pupils’ responses as appropriate
- Participate in planning and evaluation of learning activities with the teacher, providing feedback to the teacher on pupil progress and behaviour
- Support the teacher in monitoring, assessing and recording pupil progress/activities
- Provide feedback to pupils in relation to attainment and progress under the guidance of the teacher
- Support learning by arranging/providing resources for lessons/activities under the direction of the teacher
- Support pupils in social and emotional well-being, reporting problems to the teacher as appropriate
- Share information about pupils with other staff, parents / carers, internal and external agencies, as appropriate
- Understand and support independent learning and inclusion of all pupils as required
- Teaching Assistants may also undertake some or all of the following:
 - Work with individual pupils with special educational needs
 - Work with pupils for whom English is not their first language
 - Assist in the development of individual development plans for pupils (such as Individual educational plans)
 - Support the work of volunteers and other teaching assistants in the classroom
 - Support the use of ICT in the curriculum
 - Invigilate exams and tests
 - Assist in escorting and supervising pupils on educational visits and out of school activities
 - Select, prepare and clear away classroom materials and learning areas ensuring they are available for use, including developing and presenting displays
 - Support pupils in developing and implementing their own personal and social development
 - Assist pupils with eating, dressing and hygiene, as required, whilst encouraging independence
 - Monitor and manage stock and supplies for the classroom.
 - Provide short term cover supervision of classes
- Knowledge NVQ level 2 in numeracy & literacy (or equivalent) Intermediate knowledge of ICT Basic knowledge of Health, wellbeing and safety Awareness of keeping children safe Basic knowledge of First Aid Awareness of Data protection and confidentiality Understanding of the Schools ethos and values Competencies Communication (written and verbal) Problem Solving Team working Active Listening Motivation





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 Deputy Head Teachers

Contacts

The post holder will work staff, Governors, pupils, visitors

Job Description continued.



DANES EDUCATIONAL TRUST



We are looking for ...

Knowledge, Experience and Training

Essential:

- **We would like you to have:**
- A natural aptitude to work with children
- Secure knowledge of ICT and confident to deliver teaching and learning using ICT
- Understanding of Keeping Children Safe in Education and their responsibilities for Safeguarding
- Basic knowledge of First Aid
- Understanding of the School's ethos and values
- Understanding of the SEND Code of Practice
- Understanding of school policies and willing and able to work within these
- Effective communicator (both written and verbal)
- Able to work as part of a Team
- Has a solution-focused approach to problem solving (a 'Can do attitude')
- Active Listener
- Motivated to learn new strategies to support learners
- Flexible
- Reliable
- Reflective
- 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 in Early Years
- Experience working with SEN
- Previous experience working as a Learning Support Practitioner
- Knowledge of SEND need types and evidence-based interventions
- A Levels in Maths and a Science
- Level 3 Diploma in Specialist Support for Teaching and Learning in Schools or a willingness to engage with training
- Experience of SIMS
- Knowledge of school procedure

Person Specification



We can offer a range of benefits including:

- Exceptional CPD opportunities
- Study Assistance Programme
- 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
- Free parking
- Staff Committee that organise regular social events



Benefits

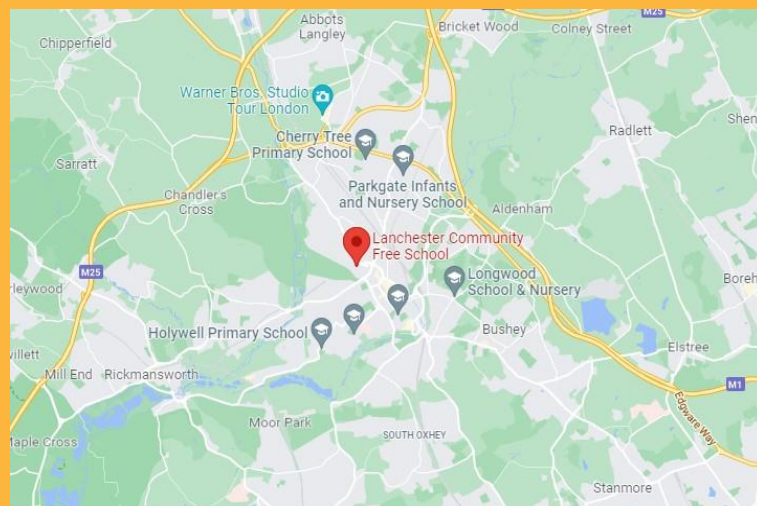




Hempstead Road
Watford, Hertfordshire
WD17 3HD
T: 01923 224160

Principal:
John Dibdin

<https://www.lanchestercfs.org.uk/>



Dawn Gamble
Recruitment Manager
01923 589699 / 07917 035962
dgamble@danessedtrust.org.uk



DANES EDUCATIONAL TRUST