

New River College



Secondary Learning Assistant

New River College Secondary

Closing date: 23:59 Thursday 26th November 2026; job reference NRC/LAS2611

New River College

Contents

Page 3: About us
Page 4: Vision and values
Page 5: Advert
Page 6-8: Job Description
Page 9: Person Specification
Page 10: How to apply

New River College

About us

New River College Secondary is a school for 11- to 16-year-olds with social, emotional and mental health challenges. Pupils are taught in small form groups of generally no more than six pupils, with a high ratio of support from specialist teachers, learning assistants and pastoral mentors. Our pupils access a broad and balanced personalised curriculum that includes a strong emphasis on literacy skills, personal development, academic subjects and vocational courses. Pupils are fully assessed on entry during an induction week, and our flexible timetables are differentiated to meet individual learners' needs.

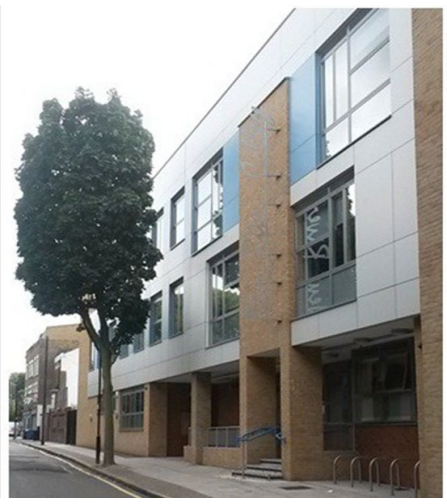
New River College aims to provide the pupils referred to us via Islington's Securing Education Board with the tools and resources they need to make a positive transition from us, reintegrating into mainstream schools, or moving on to a specialist education establishment that will meet their needs, or into post-16 education, employment or training.

We are a trauma-informed school and the engaging and nurturing environment we provide encourages all pupils to achieve individual success and develop positive attitudes to learning, behaviour and relationships.

> ***"A culture of high expectations for pupils to learn exists in all areas of the school's work. Pupils rapidly improve their self-confidence and acquire attitudes that are far more positive than when they first arrive. As a result, all groups of pupils make excellent progress from their starting points."***

(Ofsted July 2016)

New River College







Vision and Values

We achieve this by:

- Educating and supporting all pupils to learn
- Providing a safe, nurturing and supportive environment
- Making sure all pupils have the skills to return to mainstream education or to access their next steps in learning
- Working in partnership with others, especially Islington schools

"The leadership team has maintained the outstanding quality of education in the school since the last inspection."

(Ofsted July 2016)



"The school encourages pupils' personal development and academic achievement equally well and supports their readiness for life beyond school. The school ensures that pupils are equipped with qualifications, skills and experiences relevant to their career aspirations."

(Ofsted, April 2024)

New River, New Start

Advert

New River College

New River College Secondary
Lough Road
London, N7 8RH

New River College Secondary Learning Assistant
Grade: Scale 5 + 1 SEN point
Salary: £30,767.12- £32,140.21 + £1,334.95
35 hours TTO
Permanent
Required for Immediate Start

Thinking of a role to further your education career?
Are you ready for a new challenge?

New River College Secondary can provide both.
This is a fantastic opportunity for a dedicated learning assistant who is looking for a new challenge and has a flexible approach, to join a committed team at New River College.

We are looking to appoint an enthusiastic and dedicated Learning Assistant to work with a committed team of professionals across New River College. This role will contribute to developing the best possible provision and support for our pupils. You must be flexible and educated to a Level 2 (English and Maths) standard to help improve pupils' reading, writing and numeracy.

We are looking for a learning assistant who relish a challenge, who have the ability to engage children with social, emotional and mental health needs (SEMH) and who want to contribute to the lives of children and young people with drive and passion.

Many of our pupils are below national age-related literacy and numeracy levels when they arrive. Ability to engage children with SEMH is more important than the phase you are used to supporting.

New River College comprises of three pupil referral units in Islington (primary, secondary and medical), for pupils with social, emotional and mental health challenges (SEMH). We teach children and young people aged five to sixteen years old who have been permanently excluded or participate in our preventative programmes to address their behaviour, and children and young people with complex SEMH or medical needs. New River College is split across a number of sites so a willingness to work across all NRC sites and off site is essential.

Application deadline: **23:59 Thursday 26th November 2026**
Shortlisted candidates will be notified by**: Monday 30th November 2026**
Interviews will be held**: Thursday 3rd December 2026**

For background information visit our website www.newrivercollege.co.uk or for an informal discussion about the posts please contact Manal Essa on 020 7504 0534 (option 2) or email manal.essa@nrc.islington.sch.uk

New River College

New River College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. New River College is a diverse and inclusive school where we can ALL be ourselves. We particularly welcome applications from those from a black or ethnic minority background. A search on publicly available information online will be made for shortlisted candidates. The successful applicant will need to undertake an enhanced DBS disclosure.

Please note that for this post you will need to provide:

1) **Right to work in the UK (we regret to inform that we are unable to sponsor visas)**
2) **Evidence of at least Level 2 for English and Maths**

Job Description

Are you an experienced Learning Assistant?

Thinking of a role to further your education career?

Are you ready for a new challenge?

New River College Alternative Provision
JOB DESCRIPTION

POSITION: Learning Assistant

GRADE: Scale 5 + 1 SEN point, 35 hours TTO

RESPONSIBLE TO: Lead Learning Assistant

PURPOSE OF THE POST

New River College is a Trauma Informed School implementing trauma informed strategies in all we do, on and off site for all pupils. We aim to achieve the highest possible standards and outcomes for all pupils at New River College. Pupils attending NRC Primary range from KS1 to KS2, NRC Secondary KS3 to KS4 and NRC Medical KS1 – KS5 and include all abilities.

The purpose of the post is to complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision, at the direction of teaching staff and in line with school policies and guidance. This may involve planning, preparing and delivering learning activities for individuals/groups or short term for whole classes and monitoring pupils and assessing, recording and reporting on pupils achievement, progress and development.
The postholder will have responsibility for key pupils working with them to provide effective interventions meeting the pupils social, emotional and mental health (SEMH) needs.

REQUIREMENTS OF THE POST

All staff are responsible to their line manager and designated member of SMT for supporting the general good order and discipline of New River College, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of New River College and an awareness of its

role in the community. It is essential that the academic and pastoral frameworks of New River College be seen as inter-related.

MAIN DUTIES

Support for pupils

1. At the direction of the class teacher, assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning both in and out of class

2. Establish productive working relationships with pupils, acting as a role model and setting high expectations

3. Enhance pupil opportunity through support of Pupil Passports or SEN Support Plans

4. Act as a mentor for pupils, providing effective and timely interventions meeting their personal development targets and SEMH needs

5. Promote the inclusion and acceptance of all pupils within the classroom and at times off site in pupils homes, local community or on outings

6. Support pupils consistently whilst recognising and responding to their individual needs

7. Encourage pupils to interact and work co-operatively with others and engage all pupils in activities

8. Promote independence and employ strategies to recognise and reward achievement of self-reliance

9. Provide feedback to pupils in relation to progress and achievement

Support for teachers
The following duties are to be carried out under the direction and guidance of the class teacher:

10. At the direction of the class teacher, organise and manage appropriate learning environment and resources

11. At the direction of the class teacher, plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate

12. Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives

13. Provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence

14. Under the direction of the class teacher record progress and achievement in lessons/activities systematically and providing evidence of range and level of progress and attainment

15. Work within an established behaviour Management policy to anticipate and manage behaviour constructively, promoting self-control and independence

16. In collaboration with the class teacher, supporting the role of parents in pupils' learning and contribute to/lead meetings with parents to provide constructive feedback on pupil progress/achievement etc

17. Invigilate exams/tests

18. Under the direction of the class teacher, production of lesson plans, worksheet, plans etc where appropriate

Support for the curriculum

19. Deliver learning activities to pupils at the direction of the class teacher, adjusting activities according to pupil responses/needs

20. Make effective use of opportunities provided by other learning activities to support the development of pupils' skills

21. Use ICT effectively to support learning activities and develop pupils' competence and independence in its use

22. Select and prepare resources necessary to deliver learning activities, taking account of pupils' interests and language and cultural backgrounds

23. In collaboration with the class teacher, advise on appropriate deployment and use of specialist aid/resources/equipment

Support for the AP

24. Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person

25. Contribute to the overall ethos/work/aims of NRC

26. Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils

27. Take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils

28. Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others

29. Deliver out of school learning activities within guidelines established by NRC

30. Contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class

PERSONAL RESPONSIBILITIES

NOTE: This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed.
Job descriptions will be reviewed annually by the management committee / governing body and may be changed after appropriate consultation.

Signed ---------- Date ----------

Person Specification

New River College Alternative Provision
PERSON SPECIFICATION

POSITION: Learning Assistant

GRADE: Scale 5 + 1 SEN point, 35 hours TTO

SELECTION CRITERIA – Essential (E) and Desirable (D)

EDUCATION AND EXPERIENCE	1. Experience working with children of relevant age in a learning environment	E
	2. Good numeracy and literacy skills – equivalent to Level 2 in English and Maths	E
	3. Training in relevant learning strategies e.g. literacy	D
	4. Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language, ICT	D
SKILLS, KNOWLEDGE AND ABILITIES	5. Can use ICT effectively to support learning	E
	6. Full working knowledge of relevant polices/codes of practice/legislation	D
	7. Working knowledge of implementing national/foundation stage curriculum and other relevant learning programmes/strategies	E
	8. Good understanding of child development and learning processes	E
	9. Ability to work with pupils who have challenging behaviours	E
	10. Good organisational skills	E
	11. Ability to support colleagues	E
	12. Constantly improve own practice/knowledge through self-evaluation and learning from others	E
	13. Ability to relate well to children and adults	E
	14. Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	E
	15. Commitment to the implementation of New River College's equal opportunities policy	E
	16. Willingness to undertake additional training/staff development as appropriate	E
	17. Ability to reflect on own professional practice	E

18. Excellent attendance and punctuality	E
19. A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service.	E
20. Ability to form and maintain appropriate relationships and personal boundaries with children and young people	E

How to apply

Application Deadline

Completed application forms must be received by **23:59 Wednesday 30th September 2026.**

To apply

Please apply online at www.islington.gov.uk/jobs. If you need any assistance, please contact Schools HR at schoolsrecruitment@islington.gov.uk quoting reference **NRC/LAS3009.** Please be aware that we are unable to sponsor visa applicants.

Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the job listing. Please refer to those before submitting your application.

Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

References

Candidates are advised that references will be taken up during the shortlisting process. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Additional

CVs will not be accepted.

New River College

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London N7 8RH
Tel: 0207 504 0534 opt. 2
http://newrivercollege.co.uk/contact/