

Success Academy Trust



JOB APPLICATION PACK

Thomas Estley Community College



Station Road
Broughton Astley,
Leicestershire, LE9 6PT



01455 283 263

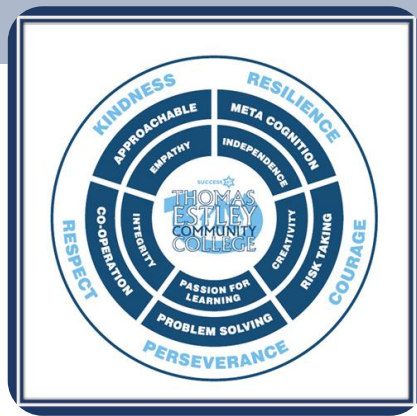


thomasestley.org.uk

APPLY NOW

THOMAS
ESTLEY
COMMUNITY
COLLEGE

Community of courage and commitment to success



Community of Courage & Commitment to Success

Aiming to achieve our best.

Taking full advantage of every **learning opportunity**.

Showing **resilience** through our experiences and challenges.

Seeking out our **talents** and following our dreams.

Reaching out for opportunities to **lead and encourage others**.

Making **a positive difference** and celebrating success.

Including the **whole community**, sharing, caring and giving time as needed.

Treating each other with **kindness, fairness and respect**.

Finding space in our lives for **fun, joy, praise and laughter**.

Station Road, Broughton Astley, Leicestershire, LE9 6PT Tel: 01455 283 263
admin@thomasestley.org.uk - www.thomasestley.org.uk

Dear Applicant,

Learning Support Assistant – The Oaks

Thank you for your interest in this post. The Oaks provision is based at Thomas Estley Community College. It provides specialist support for both boys and girls aged 11 to 16 years (years 7 – 11), with significant, complex and high-functioning autism, but of mainstream ability, who require highly specialised individual arrangements which cannot be practicably or reasonably put in place by a mainstream school through normal provision. Students are expected to attend mainstream lessons within school and as part of their timetable, students will remain part of the Oaks provision throughout secondary school.

We are looking for enthusiastic and motivated staff who have an outstanding track record and are ready for an exciting new challenge. We are a strong learning community that strives to make what we offer to our staff, pupils and families the best it can be. If you share these values, then we want you to join our team!

The successful candidates will make an important contribution to the school ethos. Their role will include supporting pupils on a daily basis, supporting small learning groups, working with staff to ensure an inclusive approach and working collaboratively to support the learning needs of pupils on the autistic spectrum.

The successful candidate will have:

- Some experience of working with pupils with additional needs including autism
- A flexible and proactive approach to supporting pupils
- Ability to communicate well with pupils, teachers and adults
- Completion, or the readiness to complete, the LSA induction programme
- Some understanding of the issues relating to child development and inclusion
- A commitment to safeguarding children.



Station Road, Broughton Astley, Leicestershire, LE9 6PT Tel: 01455 283 263
admin@thomasestley.org.uk - www.thomasestley.org.uk

Thomas Estley Community College is a thriving, well-established Leicestershire 11-16 Community College, with around 900 students on roll. It is also the lead National Teaching School in the Thomas Estley Learning Alliance (over forty primary and secondary schools) as well as a lead school for School Direct teacher training placements across Leicestershire. The college is a leading member of many local networks with a high local profile. The College is very strongly committed in principle and practice to its role as a Community College and to inclusion for all, including adult learning, before and after school clubs and an onsite preschool, as well as an onsite base for students from a local special school. We are proud to have received many awards for excellent practice, we regularly welcome local, national and international visitors, and our practice in leading training, from School Direct PGCE to middle and senior leadership level, is well embedded.

This position will require a high level of communication skills and the ability to prioritise effectively, as well as a passion for working with young people to help them enjoy learning and achieve their goals. The successful candidate can expect an interesting, supportive and lively environment in which to work and contribute within a supportive team ethos.

The closing date for applications is Monday 1st July 2024 at 12.00 noon

I look forward to receiving your application.

Yours faithfully

Mrs M Collins
Principal



Featuring additional entitlement to our ‘Three Steps to Success’ for all our Success Academy Trust staff...



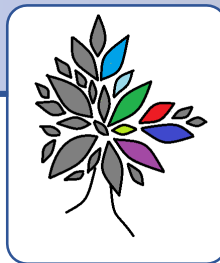
ENTITLEMENT TO OUR TRUST TRAINING PACKAGE AS APPROPRIATE TO CAREER STAGE DEVELOPMENT, ROLE AND EXPERIENCE



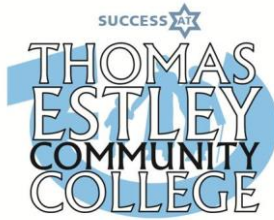
TALENT MANAGEMENT DEVELOPMENT ROUTES WITHIN THE TRUST WITH A PERSONALISED CAREER PLAN



WELLBEING FOR SUCCESS – OUR OWN PERSONAL WELLBEING AND SUPPORT PACKAGE TO HELP YOU FLOURISH



Please visit [Success Academy Trust](https://www.successat.org.uk) to view 'Who we are'

**Job Title: SEN TEACHING ASSISTANT - The Oaks**

Grade: Local Government Pay Scale 6 – £23,898 – £24,300 FTE (Actual £16,585.21 – £16,864.20)

Hours: 30 hours per week worked between 8.30am – 2.55pm

(Due to the nature of the funding of these hours (directed by the number of hours issued for statements hours may fluctuate). Four weeks' notice of any change will be given.

Responsible to: Department Lead and SENco

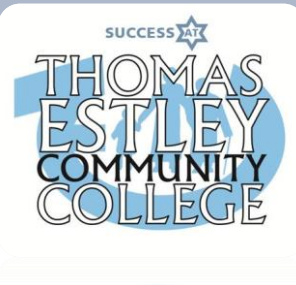
Key relationships with: SEN/Inclusion Manager, other members of the SEN team, the College Manager, Teaching staff, College Principal, Vice Principal, other members of the support staff, College members, pupils, parents, local community.

Job purpose:

To support and deliver learning with the The Oaks unit and across the mainstream site.

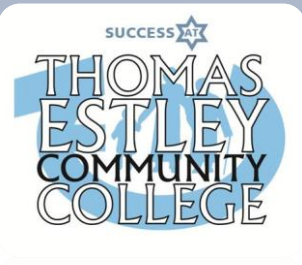
SPECIFIC DUTIES

- Supervise and provide particular support for pupils within the Oaks and at times pupils within the mainstream setting.
- Establish constructive relationships with pupils and interact with them according to individual needs.
- Set challenging and demanding expectations and promote self-esteem and independence
- Provide feedback to pupils in relation to progress and achievement.
- Provide feedback to parents in relation to progress and achievement under the guidance of a teacher.
- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans and assist with the display of pupils' work.
- Plan and deliver of learning activities to small groups.
- Provide detailed and regular feedback to teachers on pupil's achievement, progress, problems etc.
- Promote good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.
- Administer routine tests and invigilates exams and undertake routine marking of pupils' work
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use.
- Is aware of and complies with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Assist with the supervision of pupils out of lesson times, including before and after school and at lunchtime.



Job Title: SEN TEACHING ASSISTANT - The Oaks

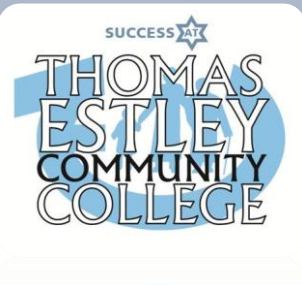
	Essential	Desirable
<u>Qualifications</u>		
GCSE or equivalent, English and Maths	✓	
Good numeracy/literacy skills	✓	
NVQ – Teaching Assistant or equivalent		✓
<u>Knowledge/Skills</u>		
Ability to develop excellent relationships with young people	✓	
Well-developed interpersonal and communication skills		
Knowledge of the requirements needed to achieve outstanding student progress and personal development	✓	
Demonstrable knowledge and understanding of equality issues and legislation	✓	
Working knowledge of National Curriculum and other relevant learning programmes	✓	
Experience of teaching small groups of students		✓
Experience of CPD relating to education and in particular special education needs		✓
An ability to improve and track student progress using new technologies		✓
Understanding of current education legislation, priorities and trends, specifically to the curriculum and qualifications structure		✓



COMPETENCE

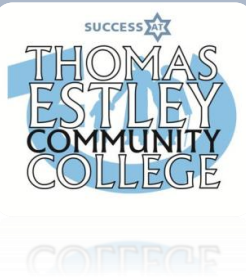
Job Title: SEN TEACHING ASSISTANT - The Oaks

	Essential	Desirable
<u>Experience</u>		
Experience of working with children and young people	✓	
Experience of meeting with and liaison with parents	✓	
Understanding of principles of child development and learning processes	✓	
The ability to inspire, develop, empower children and young people	✓	
Experience of working with children and young people with Autism, social and communication difficulties		✓
Experience of working with children with Special Educational Needs		✓
<u>Interpersonal/communication skills</u>		
Be a team player	✓	
Ability to motivate and inspire students	✓	
Ability to use tact, diplomacy, sensitivity and good humour	✓	
Effective written and spoken communication	✓	
Awareness of the need for attention to detail	✓	
Ability to demonstrate personal and emotional resilience when working in a range of challenging situations	✓	
Personal commitment to extra-curricular activities		
Motivation to work with children and young people		✓



Job Title: SEN TEACHING ASSISTANT - The Oaks

	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children and young people.	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Emotional resilience in working with challenging behaviours	✓	
<u>Personal Attributes</u>		
Good health and an excellent attendance & punctuality record	✓	
Commitment to their own personal and professional development	✓	
Passionate belief in the potential of all young people to aspire and achieve	✓	
Relentlessly positive attitude towards young people and colleagues	✓	
Ability show mutual respect for and trust of students and adults	✓	
Energy & enthusiasm	✓	
Eligibility to work in the UK		



All **Thomas Estley Community College** employees are expected to promote and safeguard the welfare of students at this school.

The job description sets out the responsibilities of the post at the time it was drawn up. Such responsibilities may vary from time to time without changing the general character and requirements of the post or the level of responsibility entailed.

Variations are a common occurrence and do not necessarily constitute additional responsibilities or warrant a higher grade.

