



LEARNING
ACADEMIES TRUST

SEND TEACHING ASSISTANT RECRUITMENT PACK

BELIEVE YOU CAN, TOGETHER WE WILL

 www.learningat.uk  01752 938028  info@learningat.uk



About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016. In April 2018 three more primary schools joined, and in October 2018 two further schools joined our family. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth with plans on the horizon to grow.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust holds three core beliefs at the centre of the work we do:



Every child in our Trust deserves an outstanding education



Schools work best when they work together



Every school is unique

All of our schools are committed to the following values:

**Together we
will...**

Aim to develop our children
as responsible rounded
citizens

Not let social disadvantage
be an obstacle to success

Develop our children's love
of enquiry and
perseverance to become
life-long learners



Provide a rich and
stimulating curriculum which
is broad and balanced

Establish an inspirational
environment in every
classroom

Work hard every day to be
'outstanding' in everything
we do

Strive for the highest
academic standards

We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will

become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 9 Primary Schools across the city of Plymouth, and delivers exceptional education to approximately 3400 children and employs over 600 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website www.learningat.uk

A message from our Chair of the Trust Board...



Mr John Butcher

Thank you for showing interest in joining the Learning Academies Trust. We are proud of our achievements to date and our recognition as a truly collaborative and united partnership of Plymouth primary schools. It is our aim to support our schools with expert advice from a central team of experts covering estates, IT, finance and HR. Furthermore, our school improvement offer demonstrates a shared, supportive understanding of curriculum delivery that meets the needs of our young people.

The LAT believes that strong communication between the strategic direction provided by the Trust Board and its local governing bodies is also significant in establishing a coherent and shared vision with common values embedded in our practice. I truly hope you will want to explore this exciting professional opportunity and we would be delighted to share our offer with you during the application process.

A message from our CEO...



Mr Simon Spry

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools with continued growth plans, we have high expectations to deliver the very best for our children.

If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed @learningatceo.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk

About Salisbury Road Primary School

Headteacher: Mrs Ciara Moran

Location: Salisbury Road, St Judes, Plymouth PL4 8QZ

Approximate number of students: 470

Approximate number of staff: 100



Message from the Headteacher



Salisbury Road Primary is a friendly, welcoming school with a strong ethos based around our role in the local community. We provide a quality education to all our pupils aiming to provide a strong foundation for their future, equipping them with life skills and a joy for learning. As a school we value collaboration and work in close partnership with our local Trust schools to provide the very best experience for our pupils, staff and parents.

Ciara Moran, Executive Headteacher

TEACHING ASSISTANT (SEND) JOB DESCRIPTION

Job Title	Teaching Assistant (SEND)
Location	Salisbury Road Primary
Responsible to	Head of School
Job Type	Permanent
Salary FTE	Grade C £21,575.00 – £22,369.00 (Depending on experience)
Actual Annual Salary	£14,142.00 - £14,663.00
Hours/weeks	28.33 Hours per week/39 Weeks per year
Closing Date	9.00am 6 th January 2023
Interview Date	W/C 9 th January 2023
Start Date	January 2023

Job Summary

Work under the direction of the SENCO to provide high quality, bespoke provision for pupils with SEND. Support the social and emotional needs of pupils alongside the learning needs. Promote inclusion across the school and work alongside staff to upskill and support inclusive practice in the classroom. Promoting and embedding the school's ethos and values in everyday activities. Work may be conducted in the classroom, outside the classroom, outside or on occasion off site at other bespoke provision.

Key Roles and Responsibilities

- Support pupils with SEND across the school at the direction of the SENCO to engage in their learning.
- Under the direction of appropriate professionals and after adequate training, assist in meeting particular pupils' needs.
- Working 1:1 with SEND child(ren) to support their development and emotional needs, as required.
- Deliver planned teaching and learning activities and adjust the learning as required to support the needs of the pupils.
- Supervise and assist individual / small groups of pupils in activities set by teachers.
- Deliver intervention programmes where necessary.
- Create and develop resources required for individuals under the direction of the SENCO and other professionals.
- Assisting with school displays celebrating pupils' work.
- Create strategies, with guidance from the teacher, to support and encourage pupils to achieve their learning goals.
- Attend reviews and meetings at the direction of the SENCO.
- Establish positive relationships with parents/carers and where appropriate participate in meetings with parents/carers alongside the teacher/SENCO.
- Monitoring and record pupils' attainment and report pupils' progress and achievements to the teacher.
- Provide feedback to pupils under the guidance of the teacher.
- Support the learning and pastoral needs of children with additional needs.
- Promote good behaviour and support the building of positive relationships between pupils, promoting inclusion and acceptance of all pupils.
- Deal promptly with conflicts and incidents in line with the school's policy and encouraging pupils to take responsibility for their own behaviour.
- Provide administrative support to the teacher.
- Ensure all equipment and resources are available to meet the lesson objectives, support pupils with the use of the equipment/resources.
- Accompany the teacher and pupils on all out of school activities as required.
- Comply with and support the schools' policies and procedures relating to Safeguarding, GDPR, Health and Safety, school security and report any concerns to the appropriate person.

Additional Information

- The post holder is required to uphold and promote the school's policy on Data Protection and GDPR, to be mindful of their responsibilities under the act/s in processing personal data and of the implications of unauthorised disclosure.
- As part of the wider duties and responsibilities, the post holder is expected to promote and actively support the Trust's responsibilities towards safeguarding.
- This post is subject to an Enhanced Disclosure and Barring Service Check for Regulated activity.

PERSON SPECIFICATION

Job Title	Teaching Assistant (SEND)
Location	Salisbury Road Primary
Grade	Grade C £21,575.00 – £22,369.00 (Depending on experience)

Attributes	Essential	Desirable
Education/ Qualifications	NVQ2 or equivalent qualification in relevant discipline Recent Read Write Inc Training Able to evidence a willingness to take part in professional development opportunities ELSA/Thrive training A minimum of Grade C in GCSE Maths and English or equivalent qualification	Achieved or training for an NVQ 3 or equivalent qualification in relevant discipline Specific training linked to SEND
Experience	A minimum of a year's experience in a primary school Experience in a school with high numbers of children with additional needs e.g. SEND, EAL, pupil premium children	Recent experience of supporting individuals, groups and whole class settings Experience across EYFS, KS1, KS2

	<p>Experience of working with pupils with SEND</p> <p>A positive approach to behaviour management</p>	<p>Experience of THRIVE or similar therapeutic programmes</p>
Skills/Knowledge/Aptitude/	<p>Able to provide evidence of having a positive impact on the learning outcomes of the children</p> <p>Ability to have a positive impact on the pastoral support of children; clear awareness of how to respond to safeguarding issues</p> <p>Ability to encourage positive and appropriate behaviour from children with additional needs</p> <p>Good emotional intelligence: ability to communicate effectively with colleagues and show empathy towards pupils</p> <p>Have excellent written and verbal communication skills.</p> <p>Be able to create and maintain effective partnerships with staff, parents, carers, children and the wider school community.</p>	<p>Understanding of the use of ICT in a classroom setting</p> <p>Sense of humour</p> <p>Ability to support the class teacher / SENCO in communicating with parents</p> <p>Experience of working with other professionals</p> <p>Knowledge of Read Write Inc or similar phonics programmes</p>
Motivation	<p>Evidence of an ongoing positive and enthusiastic approach to motivating the children and to supporting colleagues</p> <p>Be a good team player</p> <p>Ability to use initiative and able to prioritise work</p>	<p>Willingness to lead or support extra-curricular activities</p>

Physical	Ability to work across the school and carry out the duties of a teaching assistant	Ability and willingness to sit on the floor with children where this will support their behaviour or learning
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Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership

How to apply

In order to apply, please use the button at the bottom of the advert (www.learningat.uk/join-us/vacancies/) to download an application form and return it to hr@learningat.uk. If you would like to request a paper copy, please email hr@learningat.uk. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date listed above.

With 9 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please send your CV to hr@learningat.uk and we will be in touch as soon as we have a suitable position.

