



LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN



MAKE A DIFFERENCE

Teaching Assistant

SALARY

Grade 3, Point 6 – 9, £24,027.00 - £25,183.00 FTE
£18,132.73 - £19,005.14 (Pro rata)

HOURS

32.5 hours per week, 39 weeks per year
(Term time plus inset days)

START DATE

As soon as possible

LOCATION

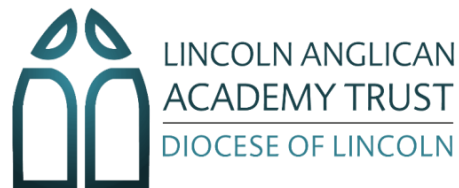
William Lovell Church of England Academy

APPLICATION DEADLINE

Thursday 27th March 2025 (noon)

INTERVIEWS

Thursday 3rd April 2025 (Times TBC)



Welcome from the CEO of The Trust – LAAT Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.


Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.




What our colleagues and Ofsted say about us...




Ofsted 2023 – ‘The school has improved rapidly. Pupils and parents recognise this’.


‘Pupils feel safe in the school and trust staff to help them when they need it’.



“SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family’ ‘The Christian values of our school are lived out by stakeholders’ ‘As much is done as possible to support mental health and work / life balance”



‘Just think we are flippin’ awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else’



‘Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust’ ‘Our links to our community, the children and parents. The support from the trust with curriculum’

‘I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support’

Ofsted 2023 – ‘Staff are proud to at the school’. They work together to create a positive environment for pupils to flourish.

You are the God who sees me (Genesis 16:13)

We see you and believe that you deserve the very best

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.
- We also offer apprenticeships within the Trust that support career pathways for Teaching Assistants, provide opportunities for Wellbeing Champions and enhance digital skills.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.
- All colleagues have access to;
 - Over 70 online courses to support development
 - 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
 - Free of charge counselling sessions
 - Personalised wellbeing coaching
 - Virtual GP - Accessible by smart phone, or computer with same day appointments



William Lovell School

This is an incredibly exciting time to join William Lovell Church of England Academy. We are on an aspirational journey under new and ambitious leadership. There is an ambitious growth plan for the school, its staff, and students.

All colleagues will place a huge role in writing the next chapter in the William Lovell story, help shape the future for the school, our students, and the local community.

We place a strong emphasis on continued development. The relationship with the Trust brings great strength to all schools and enhances CPD opportunities for all staff.

We strive to create an inclusive atmosphere with a family-feel, where strength of character goes hand in hand with academic achievement. Within this we have high aspirations for our students. Every person is valued within our school, and we empower and challenge all, constructively building one another up, so that every person within our community can become the best version of themselves and to have the widest possible life choices.

Subsequently, we hope to inspire every member of the community to have a positive impact on the world around them and to trust that they have the power to make a difference.

We ask our staff to be positive, creative, and resilient. They need to be able to quickly build strong relationships with students and be determined to give our children the absolute best of themselves. Our school values of Generosity, Respect, Justice, Forgiveness and Truth mean a huge amount to our team, and our staff should embody these values in everything they do.

In return, we can offer you the opportunity to be part of our happy, successful, and ambitious school. We have an excellent staff team, wonderful students, and a supportive school community.



The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.



Job Description

Core Purpose

The successful candidate will work with teachers to support teaching and learning, providing general and specific assistance to pupils and staff under the direction and supervision of the classroom teacher.

Key Tasks and Responsibilities

Work with individuals or small groups of students in the classroom and outside the classroom, providing feedback to the teacher and/or senior leadership team.

Support students to understand instructions and support independent learning and inclusion of all students.

Support teachers in behaviour management and keeping students on task, using a variety of strategies to create an inclusive learning environment.

Support students in social and emotional well-being, reporting problems to the teacher, form tutor, or other members of the SEND and Wellbeing Team as appropriate.

Prepare, deliver, and evaluate, academic and pastoral interventions to bring about positive student outcomes.

Support students with life skills and prepare students with personal care as required.

Prepare and clear up learning environment and resources, including photocopying, filing and the display and presentation of students' work and contribute to maintaining a safe environment.

Complete break and lunch supervision as required.

Record student data and information so that it can be effectively shared.

Support children's learning through social and emotional support.

Assist with escorting students on educational visits.

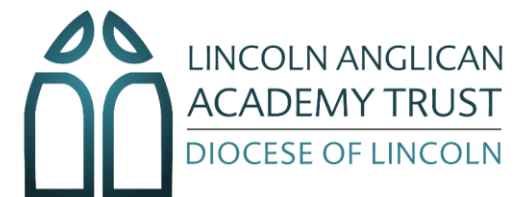
Support students in using ICT.

Invigilate exams and tests.

To support with first aid/medical provision across the academy.

Provide medical care to meet the individual needs of students as required.

To liaise with parents and carers, or if circumstances are appropriate, external agencies, in order to meet the needs of specific children.



Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post.

Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

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Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience

	Essential	Desirable
Experience of working with students of relevant age and contributing to educational learning and development.		*
Experience of working with or caring for children	*	
5 GCSE's with a minimum grade C or above in English and Mathematics or equivalent qualifications	*	
NVQ Level 2 or Equivalent or working towards	*	

Professional knowledge and understanding

Knowledge of Safeguarding Procedures	*	
Relevant policies, codes of practice and legislation	*	
Good listening, oral and literacy skills	*	
Understanding and knowledge of the support required to meet the differing needs of children	*	
Basic knowledge of first aid	*	
Ability to use appropriate judgement to seek and clarify detail where appropriate and escalate issues when necessary	*	
Awareness of the sensitivities of information and ability to apply confidentiality and discretion	*	

Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Empathy with the mission and vision of the Church of England and the Diocese of Lincoln	*	
Positive attitude towards personal development and training	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
A commitment to developing students as independent learners	*	
Demonstrate effective teamwork skills	*	

Approach to work - Candidates should

Have flexibility to changing demands as needed	*	
Prioritise as required to meet the demands of the role	*	
Have a commitment to work effectively with other professionals to meet the needs of the school.	*	
Show a commitment to working in partnership with parents, governors and colleagues both inside and outside of LAAT	*	
Have attention to detail	*	

Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

Other – Candidates should:

Be a positive role model	*	
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Our commitment to you

We believe that our all Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

Providing you with clear, accurate and timely information.

Giving you the opportunity to ask questions – and providing you with answers.

Following a fair assessment process.

Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.

Lincoln Anglican Academy Trust
Diocese of Lincoln

Vacancies

Register Log in

Welcome to your careers portal

You've taken the first step in your search for an incredible career. Now take the second.

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Where to find us

William Lovell Church of England Academy, Main Road, Stickney, Lincolnshire, PE22 8AA

Telephone: 01205 480352

Email: enquiries@williamlovell.laat.co.uk

Please contact us if you would like an informal discussion or to arrange a visit the school.

We look forward to hearing from you.

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