A CHURCH OF ENGLAND MULTI-ACADEMY TRUST
DEDICATED TO TRANSFORMING CHILDREN'S LIVES

LAAT

Friskney All Saints Church of England Primary School

SEND Teaching Assistant

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.

THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.

SEND Hub Teaching Assistant

SALARY

Grade 4 Points 9 - 12 £26,847 - £28,155 FTE

£20,260.93 – 21,248.05 (Pro Rata)

HOURS

32.5 hours per week

39 weeks per year (Term time plus inset days)

START DATE

As soon as possible

LOCATION

Friskney All Saints Church of England Primary School

APPLICATION DEADLINE

Thursday 5th November 2026 (midday)

INTERVIEWS

Monday 16th November 2026 (details to be confirmed)

For an informal discussion about the role, or to arrange a visit, please contact Friskney All Saints Church of England Primary School at enquiries@friskney.laat.co.uk or on 01754 820324, or you can contact the Recruitment team at recruitment@laat.co.uk

Please go to My Trust Careers to apply

About the SEND Hubs

We are proud to working with Lincolnshire County Council on the establishment of a SEND Hub in our School.

In our schools we care about every pupil and want them to feel safe so that their learning potential and feelings of self-worth are optimised. We do this by always striving to create school environments that are calm, kind, welcoming and where strong, positive relationships exist between adults and pupils and a culture of unconditional positive regard is in place.

The purpose of our SEND Hubs are to provide a first class education to all pupils because we believe that every child has the power to achieve. It is also to guide, protect, support and nurture pupils, helping them to make the right choices and when this does not happen, to help them put that right and to be forgiven by others as well as forgive themselves.

As a member of the SEND Hub team, you will play a vital role in delivering enhanced educational support to pupils with Education, Health, and Care (EHC) plans within a mainstream school setting. You will help create inclusive, nurturing environments where pupils can thrive academically, socially, and emotionally.

This is a pioneering initiative shaping the future of inclusive education and will have a meaningful impact in the lives of children and young people.

Key Responsibilities

- Provide tailored support to pupils with SEND, fostering independence, resilience, and confidence.
- Collaborate with mainstream teaching staff to ensure inclusive classroom practices.
- Contribute to the development and delivery of a rich, accessible curriculum.
- Support pupils in transitioning between educational stages and preparing for adulthood.
- Maintain accurate records and contribute to EHC plan reviews and assessments.

We Are Looking For

- Experience working with children and young people with SEND (in education, care, or support roles).
- Knowledge of inclusive education practices and SEND frameworks.
- Strong communication and teamwork skills.
- A nurturing, patient, and proactive approach.
- Relevant qualifications (e.g., SEND, teaching assistant, education support).

Why Join Us?

- Be part of a pioneering initiative shaping the future of inclusive education.
- Work in a supportive, collaborative environment with ongoing professional development.
- Make a meaningful difference in the lives of children and young people.
- Opportunities across multiple schools in Lincolnshire.

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About Friskney All Saints Church of England Primary School

Friskney All Saints Church of England Primary School are part of the Lincoln Anglican Academy Trust (LAAT). LAAT is a multi-academy trust formed by the Diocese of Lincoln. We are a growing and thriving family of schools who are dedicated to providing an excellent education for pupils across Lincolnshire. 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 have a vision to deliver the very best for our children both within and beyond the curriculum. We work hard to develop the trust built throughout our school community and our Christian values of Love, Trust, Kindness, Hope and Respect underpin everything we do. We aim to be a school where every individual in our community knows they are treasured and loved as a unique child of God. Our curriculum is creative, rich and coherent and makes learning stimulating, meaningful and relevant.

Our staff are skilled, creative, reflective and collaborative practitioners and this enables our pupils to embrace the future with hope and confidence. We recognise the importance of engagement with home and encourage all of our parents to be active partners in their children's learning and also in the life of the school.

Individuality and diversity is celebrated in our school and is evident in all classrooms. Every child is treated as an individual. Our school is one where everyone is valued and encouraged to take an active role in our school community.

We believe positive role models and strong, supportive relationships help children feel safe and secure enough to take the risks necessary to learn. The skills, knowledge and dedication of all of our staff and community volunteers help to enthuse and motivate our children to achieve their very best.

Job Description

Under the reasonable direction of the SEND Hub Teacher, support access to learning and the inclusion of pupils with a range of special educational needs within the SEND Hub.

Key Tasks and Responsibilities

- Support the SEND Hub Teacher and contribute to the learning, provision, wellbeing and outcomes of the pupils within the SEND Hub, within an environment that is vibrant and promotes a supportive and inclusive culture across the school.
- Promote the SEND Hub as an integral part of school/academy including the curriculum offer, knowledge and expertise that supports its pupils with additional needs, role modelling high quality provision.
- Support pupils, individually or in groups, so they can access the curriculum, take part in learning and make progress towards their learning objectives.
- Promote pupils independence, self-esteem and social inclusion.
- Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase achievement of all pupils.
- Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities.
- Support the teaching of the SEND Hub curriculum aimed at pupils achieving their full potential in all areas of learning.
- Use effective behaviour management strategies consistently in line with the school's policy and procedures.
- Support the SEND Hub teacher with maintaining good order and discipline among students, managing behaviour effectively to ensure an effective and safe learning environment.
- Organise and manage the SEND Hub teaching space, breakout spaces, and resources to help maintain a stimulating and safe learning environment.
- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role.
- Communicate effectively with other staff members and with parents and carers under the direction of the SEND Hub teacher.

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Key Tasks and Responsibilities

- Communicate knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision.
- Contribute to meetings with parent/carers by providing feedback on pupil progress, attainment and barriers to learning, as directed by SEND Hub teacher.
- With the SEND Hub teacher, keep other professionals accurately informed of performance and progress, or concerns they may have about the pupils they work with.
- Work collaboratively with the SEND Hub teacher, classroom teachers, support staff and other colleagues, including external staff.
- To assist the SEND Hub teacher in the development of whole school inclusive ethos and support strategies.
- Promote the safety and wellbeing of pupils, and help to safeguard pupils wellbeing by following the school's policies and procedures related to SEND and to Inclusion, including Accessibility Plan, Safeguarding and Child Protection, Inclusion, Health and Safety, First Aid Policy, confidentiality and data protection.
- Follow the schools Health and Safety rules and procedures and adhere to safeguarding principles; and report all concerns to the appropriate person.
- Provide support with regard to the personal care, health and medical needs of students.
- Maintain knowledge and understanding relevant and up-to-date by reflecting on own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness.
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Contribute to the accurate and appropriate use of up-to-date recording systems including, but not limited to, those related to attendance, safe guarding, behaviour, progress and learning.
- Demonstrate a critical understanding of legislation, strategies, processes and developments within SEND and reflect this understanding in daily practice.

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- To present a positive personal image, contributing to a welcoming school environment which supports equal opportunities for all.

- To perform, in accordance with any directions, which may reasonably be given to you by your Line Manager or Headteacher from time to time, such particular duties as may reasonably be assigned.

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 their work.

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

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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 children in an educational environment	*	
Experience of working with or caring for children	*	
Experience working with children with special education needs and disabilities (SEND)	*	
5 GCSE's with a minimum grade C or above in English and Mathematics or equivalent qualifications	*	
SEND qualification of similar NPQ SEND		*

Professional knowledge and understanding		
Knowledge of Safeguarding Procedures	*	
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 clarity 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	*	

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Personal and Professional Skills and Attributes	Essential	Desirable
Empathy with the mission and vision of the Church of England and the Diocese of Lincoln	*	
Positive attitude towards personal development and training	*	
A commitment to developing children 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	*	
Show a commitment for maintaining confidentiality at all times	*	
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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What our Colleagues say about us…

‘I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues’

“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’

‘The sense of shared purpose to make changes for children to improve their life chances’

Benefits of working in our Trust

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.

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.

LAAT has signed the **Department for Education's (DfE) Education Staff Wellbeing**, joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

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
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme

Our commitment to you

We believe that all our 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.

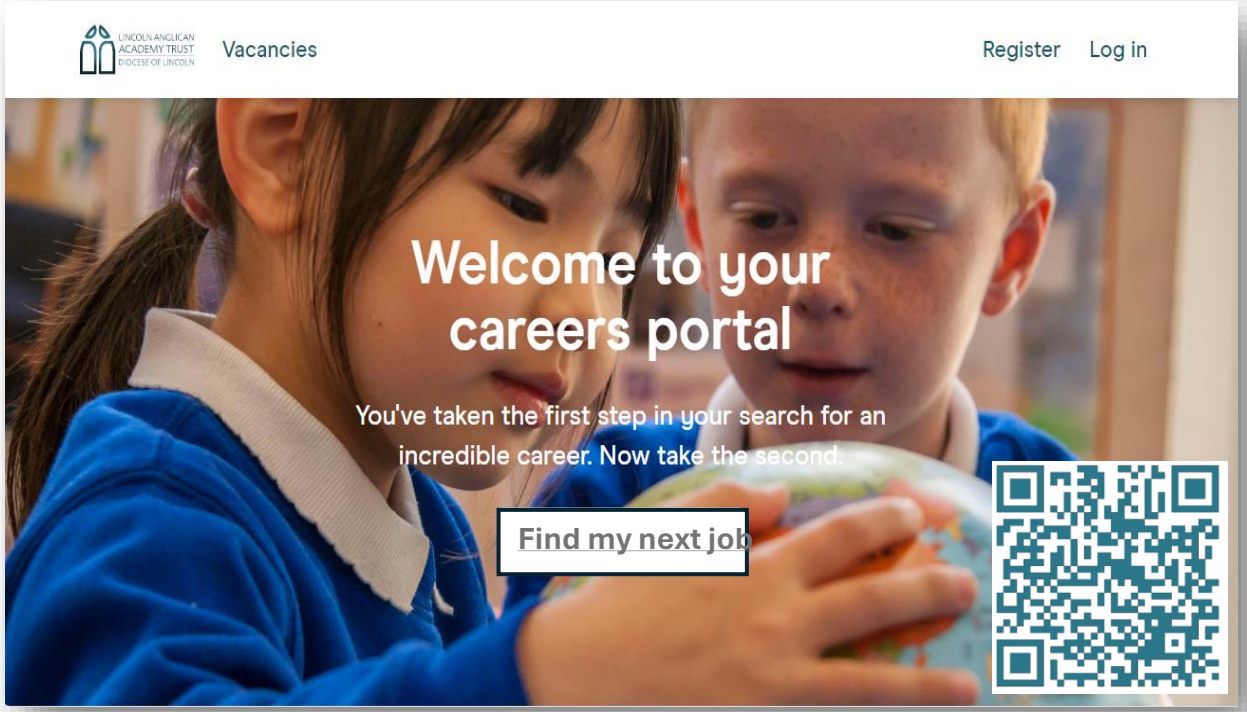
We hope to ensure that you have a positive experience throughout the recruitment process by:

- 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)

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

My Trust Careers by clicking the link or using the QR code 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.