

# THE HOLT SCHOOL

Holt Lane

Wokingham

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[www.holtschool.co.uk](http://www.holtschool.co.uk)

## Learning support specialist - EBSA

**Salary: Grade 4 SCP 7-11: £25,584-£27,269FTE per annum.**

**Actual salary £17,309 - £18,449 per annum**

**30 hours per week**

**Monday to Friday 08:30 am to 3:30 pm. Term time only**

**Start date: September 2025**

The Holt is a popular and oversubscribed 11-16 girls and 16-18 co-ed comprehensive school, which converted to academy status in July 2011.

The school was judged 'outstanding' by Ofsted in March 2023; there are 1459 students on roll (262 in the Sixth Form).

A Learning Support Specialist is required to provide targeted academic and emotional support to students experiencing emotionally based school avoidance (EBSA), working collaboratively with teachers, learning support assistants and the student to enable reintegration into education and promote sustained attendance and achievement.

The successful candidate will have a good standard of education including grade 4/C GCSE or equivalent in maths and English. Previous experience working with students with additional needs would be advantageous.

**Application forms and recruitment pack are available to download from the school [website](#)**

**Please note that we are unable to accept CVs.** If you would like to discuss this post, please contact Elizabeth Griffiths, SENCo.

Completed application forms should be emailed to [holtschool@holt.wokingham.sch.uk](mailto:holtschool@holt.wokingham.sch.uk)

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced Disclosure and Barring Service Check.

**Closing Date: 9am, Tuesday 1<sup>st</sup> July 2025**

**We reserve the right to assess and interview on receipt of application.**

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## JOB DESCRIPTION



<b>Job Title:</b>	Learning Support Specialist – EBSA	<b>Name:</b>	
<b>Reports to:</b>	SENCo	<b>Issued:</b>	
<b>Grade/Pay Scale:</b>	4	<b>Hours of work/FTE</b>	30hrs per week 8.30am – 3.30pm Monday to Friday
<b>Employment Status</b>	Permanent		

**Job purpose:** Working with the SENCO to identify, plan and arrange resources and individual support for students who struggle to attend lessons and experiencing emotionally based school avoidance (EBSA).

**Main Contacts:** Teachers, pupils, parents, other school staff and professionals.

### Safeguarding statement

We take our safeguarding responsibilities very seriously, and we work hard to make sure our school has effective safeguarding systems in place. We expect everyone working in the school to share a common objective to help keep children and young people safe by contributing to:

- providing a safe environment for children and young people to learn in
- identifying children and young people who are likely to suffer significant harm and taking appropriate action with the aim of making sure they are kept safe both at home and in the education setting.

### Main Tasks/Accountabilities:

1. Provide 1:1 and small group support to students identified with EBSA.
2. Deliver tailored learning activities and reintegration programs to maintain academic engagement during periods of absence.
3. Enable students to become independent learners within their own ability and provide positive support under the direction of the teacher, motivating and encouraging students whilst establishing a supportive relationship
4. Work with pastoral and SEN teams to assess student needs and barriers to attendance.
5. Regularly monitor student progress, attendance, and emotional wellbeing.
6. Establish positive relationships with families to understand the context of EBSA and encourage involvement in support plans.
7. To evaluate the effectiveness of provision and make changes accordingly
8. Provide feedback to teachers and other professionals on pupil's progress in the evaluation of the support programme and noting pupils' achievements or problems. To provide a link under the direction of the SENCo between parents and school
9. Attend specialist training and deliver sessions to the LSA team
10. Attend school staff meetings and inset training and help with special occasions in the school's calendar (if applicable)
11. Escort pupils on educational visits/trips in a group with the teacher (if applicable)

*This job description is not intended to be a comprehensive definition of the post and will additionally include any task which the Headteacher may reasonably require the post holder to complete as part of the role. It will be reviewed annually and may be subject to modification or amendment after consultation*

Signed: ..... Date: .....  
Post Holder