



Job Title	Learning Support Assistant – Visual and Hearing Impairment
Grade/Salary	Scale 2&3 points 4-6 depending on experience Actual Salary £18,021 - £18,632 per annum Plus Outer Fringe Allowance £537 per annum
Hours	34 hours 30 min per week. Term Time Only (38 weeks) Monday, Tuesday, Wednesday, Thursday 8.00am to 4.00pm, Friday 8.00am to 3.30pm
Date Required	September 2024
Closing Date	Friday 5th July 2024 at midday
Interview Date	Immediately on receipt of suitable applications
Reporting To	SEND Manager

Details

We are looking to recruit to our well-established SEND team and Learning Support Assistant. We are looking for candidates with enthusiasm and a calm, consistent and professional approach to provide support to those with Educational Needs, both in the classroom and in small groups. Experience of working with young people / adults with Visual and / or Hearing Impairments would be especially welcomed.

Whilst experience working in schools and TA/LSA qualifications are an advantage, this post will provide an ideal opportunity for you to gain experience working within a school and with a wide range of young people. The post is suited to people looking to move into Education, including those looking to develop skills and gaining experience in preparation for a career in teaching.

You must have a confident approach to working with young people, excellent communication skills and display a conscientious and flexible attitude to working as part of a team.

The successful candidate must be able to demonstrate:

- Patient
- Calm
- Confident in working with children who may be highly anxious
- Imaginative
- Hardworking
- Flexible
- Happy working as part of a dedicated team

We encourage visits from prospective candidates to meet members of our school community and to experience our school at first hand. If you would like to do this, please contact Naz Choudhury, HR Assistant on 01268 627844 or via email to recruitment@bromfords.essex.sch.uk

Job Purpose

To work in partnership with class teachers to support learning in line with the national curriculum, codes of practice and school policies and procedures. To provide support to students in a variety of curriculum area across the school. To support students primarily with visual and / or hearing impairments, and additionally students with severe learning, behavioural, communication, social, sensory or physical difficulties.





Principal Responsibilities

- Provide particular and skilled support to students with Visual and / or Hearing Impairments.
- Lead on the adaptation of resources for students with Visual and / or Hearing Impairments.
- Liaise with local authority specialists, in conjunction with SENCO regarding students with Visual and / or Hearing Impairments.
- Provide particular and skilled support to students with learning, behavioural, communication, social, sensory or physical difficulties
- Provide particular and skilled support to all students in a particular learning area (e.g. ICT, National Curriculum subject)
- Take an active role in the preparation, maintenance and control of stocks of material and resources
- Working with individuals or groups of children to contribute to their academic progress
- Understand the specific learning needs and styles and provide differentiated support to students individually and within a group
- Provide support and invigilation for students in examinations when required
- Support the implementation of planned learning activities/teaching programmes as agreed with the teacher, adjusting activities according to students' responses as appropriate
- Establish positive relationships with students supported
- Provide feedback to students in relation to attainment and progress under the guidance of the teacher
- Support students with activities which support literacy and numeracy skills
- Support the use of ICT in the classroom and develop students' competence and independence in its use
- Promote the inclusion and acceptance of children with special needs within the classroom ensuring access to lessons and their content through appropriate clarification, explanation and resources
- Promote positive student behaviour in line with school policies and help keep students on task
- Participate in planning and evaluation of learning activities with the teacher, writing reports and records as required
- Monitor and record student responses and learning achievements, drawing any problems which cannot be resolved easily to the attention of the teacher
- To support learning by selecting appropriate resources/method to facilitate agreed learning activities
- To attend to students' personal needs including help with social, welfare, physical and health matters, including minor first aid
- Liaise with staff and other relevant professionals and provide information about students as appropriate
- To supervise students for limited and specified periods including break-times when the postholder should facilitate games and activities
- To assist with escorting students on educational visits
- To understand and apply school policies in relation to health, safety and welfare
- Attend relevant training and take responsibility for own development
- Attend relevant school meetings as required
- To respect confidentiality at all times

General

- Be aware of and comply with policies and procedures relating to child protection, equal opportunities, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop
- Participate in training and other learning activities as required
- To respect confidentiality at all times





- To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager
- At all times carry out duties with due regard to the school's safeguarding and Health and Safety policies
- To work within and encourage the school's Equal Opportunity policy and contribute to diversity policies

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment

The duties above are neither exclusive nor exhaustive and the postholder may be required by the Headteacher, Admin Team Leader or School Business Manager to carry out appropriate duties within the context of the job, skills and grade.

About the School

Our school is making rapid progress since its inspection in November 2022. A recent review by the Local Authority commented on the 'sea change' noted in students' behaviour and the culture and ethos of the school. Our 2023 outcomes were the best set of Key Stage 4 results achieved by Year 11 students since 2016. Our Year 7 intake continues to be oversubscribed, with a waiting list.

Our school is a strong, caring community underpinned by our three core values of achieve, enrich and prepare. Our school's culture is focused on the principles of high expectations and aspirations for all members of our community; actions and conversations, however difficult, are always underpinned by kindness; that we communicate and share success; that we value each other's views and opinions; decisions are evidence based and student centred.

Our Governing body is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share in this commitment. The successful applicant will be offered a position subject to full pre-employment checks including an enhanced DBS clearance, satisfactory medical checks and 2 satisfactory references.

About the Trust

We are a small Multi Academy Trust based in the South-East of Essex and currently manage four local secondary schools. Each school within our Trust is a place where we believe in the power of education to transform lives.

Our philosophy is centred around the belief that schools can achieve better educational outcomes for students by working together as a collective entity. The Compass Trust is founded on the principles of collaboration, innovation, and inclusivity, with the aim of providing a supportive and nurturing environment that enables schools to flourish and students to succeed.

Additional Benefits

As a valued member of our team, you will be entitled to the following benefits (****Subject to eligibility criteria***)

- Employer Pension Contribution





- Access to the “Cycle to Work” scheme
 - Eye test vouchers in partnership with Specsavers
 - Access to our Employee Assistance Programme (includes confidential counselling and online discounts)
 - Virtual GP Access - including minors 16 and under
 - Annual onsite flu vaccination programme
 - Free tea and coffee provided daily and cake on Fridays
 - Discounted Tastecard subscription
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- A Wellbeing week every half term (this includes no afterschool meetings)
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How to apply

When applying for this position, please use The Bromfords School application form, which can be found on our school website under Vacancies, or click here - <https://www.bromfords.essex.sch.uk/recruitment-documents/>

Please note, we reserve the right to close this vacancy early, call applicants to interview, and appoint, prior to the closing date

If you have any questions, please do not hesitate to contact Naz Choudhury, HR Assistant by email to recruitment@bromfords.essex.sch.uk

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We look forward to hearing from you



Category	Essential	Desirable
Application	<ul style="list-style-type: none"> • A well completed application form • Supportive reference/s 	
Qualifications	<ul style="list-style-type: none"> • Level 2 (or equivalent) in English and Maths minimum C grade 	<ul style="list-style-type: none"> • Level 3 in learning support or other equivalent qualification • Evidence of further education beyond Level 2
Experience	<ul style="list-style-type: none"> • Successful recent experience working with secondary age children Working effectively as part of a team 	
Professional Development	<ul style="list-style-type: none"> • Commitment to undergo further and relevant training including attending specific courses and First Aid. • Willingness to train in a specific subject area. • Understanding of the issues around working with students with Special Educational Needs and complex needs and strategies to support them. • Working effectively as part of a team and contribute to group thinking, planning etc • Build rapport with adult and children • Use own initiative and work independently • Work calmly under pressure • Committed to personal development 	
Skills	<ul style="list-style-type: none"> • Knowledge of relevant codes of practice and school policies • Good standards of ICT to support learning • Evidence of recent and appropriate professional training 	<ul style="list-style-type: none"> • One day first aid certificate • To have experience of working with students with special needs



		<ul style="list-style-type: none"> • Experience of working with young people who have emotional, behavioural, social and learning difficulties
Special Knowledge	<ul style="list-style-type: none"> • Ability to demonstrate enthusiasm and sensitivity whilst working with others • Caring attitude towards students and parents • A good health and attendance record • Emotional stability, can cope with pressure and use humour to good effect 	<ul style="list-style-type: none"> • Ambition to progress further in due course • Flexibility and adaptability in order to be able to mix and work with a wide range of people • Ability to initiate and manage change with successful outcomes
Personal Attributes	<ul style="list-style-type: none"> • Ability to demonstrate enthusiasm, respect and sensitivity whilst working with all members of the school community • Caring and patient attitude towards students, staff and parents • A good health, attendance and punctuality record • Evidence of being able to build and sustain effective working relationships with students, staff, governors, parents/carers and the wider community 	<ul style="list-style-type: none"> • Good physical and mental endurance • Flexibility and adaptability in order to be able to mix and work with a wide range of people • Interests beyond school

