

achieving **Success** for all



Candidate Pack
Learning Support Assistant





WELCOME

Thank you for your interest in the post of Learning Support Assistant currently advertised at Churchdown. I thought it would be useful if I gave you a personal perspective of our unique school to help you to decide if this role is the right opportunity for you - a role where you would be happy, thrive and make a valuable contribution to our community.

Churchdown never stands still. Our school is part of the SSAT Leading Edge – a group made from the highest performing schools nationally. As a Leading Edge school, we are able to share the best educational practice. This means that we will never stand still as a school and always seek to improve.

Through working with the best educational leaders in the county, we have taken a number of excellent strategies which you will find in our school - such as ensuring teachers are under allocation to help ensure well-planned lessons, and adding more INSET days: we passionately believe professional practice is vital to our proud profession.

Similarly, if you visit some of the schools in our national network, you will also see elements of Churchdown in them – such as our simple strategies to achieve distraction free classrooms and our careers programme which has seen more Oxford and Cambridge candidates than ever before.

Working in this way has resulted in our student achieving excellent Progress 8 scores and value added at KS5 – results that put us in the top 4% of all schools nationally. Our attendance figures are also significantly above national figures. This is a headline we are particularly proud of; it tells us that the students value their school and value their time here.

Regardless of the position of responsibility we hold at Churchdown, all the staff are responsible for inspiring and encouraging those we work with; first and foremost, the students. Our goal is based not on focussing on what's standing in our way; it is about taking steps that will be positive and that will have a lasting effect on everyone around us. Collective actions from all of us are carried out with excellence every day for our students. As a result, we provide a school that allows every student to achieve far beyond what they even dreamt was possible.

Our students deserve the best and proudly I can say as headteacher that we aspire to give the best for our students. I know this because in our school are people who will care for them; want the best for them; will not allow them to fail; will make them feel part of something by calling them by their name and asking if they are ok today; help them succeed; provide a place where they can do their best and allow them to see a life they didn't know existed. Could that someone be you?

I hope this is an insight which inspires you to apply for the post of Learning Support Assistant. Please do call the school to speak with me so you can decide if Churchdown really is a place you can develop your career. It would be my pleasure to tell you more about our school, discuss this role and find out more about you.

David Potter

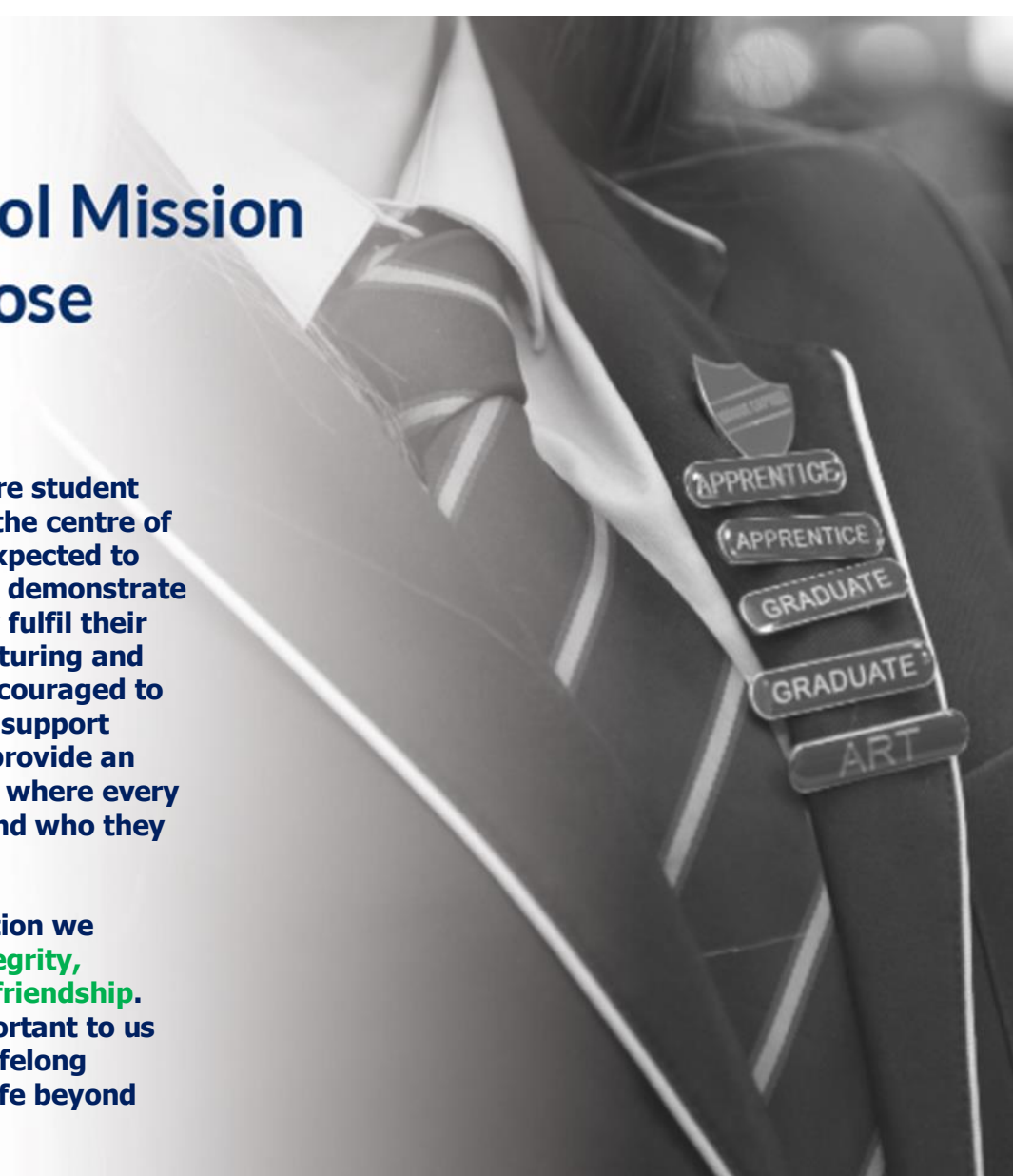
Headteacher



Our School Mission and Purpose

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential. Our community is a nurturing and caring one where students are encouraged to show compassion, friendship and support towards one another. We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Churchdown School the education we provide is guided by values of integrity, resilience, respect, ambition and friendship. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.



Working at Churchdown

School Curriculum

We believe in every student's right to a broad and balanced curriculum which allows them to be culturally rich, curious and accomplished individuals, with the ambition and opportunities to shine in adult life.

We take every opportunity to ensure that all students, regardless of ability, make the best progress possible and achieve the highest possible standards in subjects and qualifications. We strive to narrow the gaps in achievement and enable those not achieving age-related expectations to catch up with their peers.

Curriculum Organisation

We deliver the National Curriculum to all students at 11-16 to develop a broad and balanced diet of learning. At Key Stage 3 (Years 7 - 9) the school curriculum consists of core subjects: English, mathematics, science; and non-core subjects: modern foreign languages, design technology, ICT, history, geography, art, music, drama and physical education; PSHE (including sex education) and learn to learn.

At Key Stage 4 (Years 10 – 11) the school curriculum consists of compulsory subjects: English language and English literature, mathematics, science and physical education and a broad range of academic and vocational courses leading to external qualifications. In Key Stage 4 the students also take part in prep lessons that are used for focussed independent study. At Key Stage 5 (Sixth Form) the school curriculum consists of a broad range of courses leading to external qualifications.



Teaching and Learning

This is what we are all about! We pride ourselves in having the highest expectations and, collectively, we constantly strive to provide excellent opportunities and fantastic progress for all of our students, regardless of ability. Furthermore, we recognise that students excel when lessons are positive, relevant and stimulating, and these expectations are only possible when there are high quality relationships between staff and students.

As our aim is to provide our students with the highest quality of teaching and learning in every lesson, this is the focus of all our energies. As a school we do everything in our ability to support each member of staff to achieve excellence. We provide training, support and guidance so that everyone has a clear understanding of what outstanding learning looks like, and more importantly, the tips and strategies to help facilitate this.

Successful schools operate an 'open door' policy with regard to the experiences which take place throughout the school day. Visible leadership from all members of the school leadership team is paramount to supporting every member of staff to provide our students with an exceptional experience at Churchdown. Consequently, lessons are visited on a regular basis. The purpose of this is to provide opportunities to see/share good practice and to fully support staff.

Working as part of the Learning Support Department

Applications are sought from enthusiastic, caring and dedicated individuals committed to helping young people of all abilities to aim high and reach their full potential. The Learning Support Department at Churchdown School is a well-established and dynamic team comprising of teachers and learning support assistants who share a passion for enabling young people discover their strengths and thrive. We support students in all areas of the school curriculum with all aspects of their learning, as well as providing opportunities for them to develop their social skills and emotional well-being.

Our Commitment to Your Career

The Learning Support Department has a strong culture of sharing good practice and supporting each other. There are regular opportunities for training and professional development within the department, the wider school context and further afield. As well as meeting regularly as a team to maintain and enhance our key skills and knowledge, we also seek to develop the skills, interests and talents of individual staff. Currently, we offer an extensive online training programme in conjunction with the Virtual School, as well as opportunities to attend external courses and take advantage of the whole school's CPD programme. Ultimately, we recognise that great schools 'look after' their staff and it is without a doubt a key priority to ensure that we challenge and support staff in a nurturing environment to be the best they can be.

Employee Benefits

- Comprehensive Employee Assistance Programme
- Electric Car Salary Sacrifice Scheme
- Onsite parking and cycle storage
- Cycle-To-Work Scheme
- Discounted gym membership through Nuffield Health
- Free access to school fitness suite
- On site car valet service
- Dry cleaning delivery service

JOB DESCRIPTION AND CONTRACT DETAILS

JOB TITLE

Learning Support Assistant

SALARY SCALE

Actual Annual Salary: £20,064 (NB. This is the full-time equivalent of SCP18- £24,294)

35 hours per week, term-time only

LINE MANAGER

Head of Learning Support

RESPONSIBILITIES

- Supporting a wide range of students in the classroom, including those with physical disabilities and autism
- Mentoring individual students
- Assisting in the delivery of specific programmes to small groups of students with learning difficulties
- Planning individualised strategies for students with specific needs
- Assisting with the planning and running of break and lunchtime clubs

PERSONAL SPECIFICATION

Essential qualities are:

- Adaptability, creativity and good humour
- Ability to work as part of a team
- Excellent communication skills
- A positive, empathic approach to responding to children's needs
- Relevant experience of working with young people
- Good levels of literacy and numeracy

Desirable qualities are:

- Knowledge and experience of working with students with autism and communication and interaction difficulties
- Knowledge and experience of working with young people with physical disabilities and medical needs
- Knowledge of current practice in SEN D
- Competent ICT skills
- Relevant qualifications and training such as safeguarding and first aid

Employment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). Churchdown School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We welcome applications from all sections of the community irrespective of race, gender, sexual orientation, disability, religion or age. As part of our shortlist process, Churchdown School Academy may carry out an online search on shortlisted candidates.

