achieving success for all

TENACITY

Candidate Information

Learning Support Assistant

Welcome

Thank you for your interest in the Learning Support Assistant position 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 the school community. A place where we rip up the status quo and follow our own path towards excellence.

Churchdown is a school that never stands still. This is evident in the outcomes we have achieved. The progress our students make is truly exceptional and has grown sustainably over the previous years with our Progress 8 score putting Churchdown in the top 1% of all schools nationally. The attendance of our students has also been continuously recognised as excellent by the FFT national attendance awards. However impressive these outcomes are for our children, we are not done yet as we are continuously stubborn about the improvement we still want to make. **Are you someone who could help improve our school yet further for each and every child in your care?**

To help us on our improvement journey, we are 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 the innovation in our school will never stand still. Through working with the best educational leaders in the country we have continued to develop our practice and expertise. For example, we ensure teachers are significantly under allocation to help give the space and time in school to prepare well planned lessons. We also have far more INSET days within the school calendar to support quality department time: we passionately believe professional practice is vital to our proud profession. **Are you someone who wants to develop their practice in school time alongside other high performing schools?**

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. We have a very outward facing staff body who also work in a number of other organisations such as the University of Gloucestershire, Best Practice Network and Love My Coaching. As a result of our unrivalled staff provision, individuals move along their own unique career progression pathway much faster here. Because here there are more opportunities to grasp beyond just those in school. **Are you someone who wants to develop their expertise and progress in their career both in school or with one of our partner organisations?**

Our students deserve the best and proudly I can say that, as headteacher, 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 bigger than themselves; 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 role 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, show you around and find out more about you.

David Potter

Headteacher

Why Churchdown?

Employee Benefits

- Car Salary Sacrifice Scheme
- Onsite parking and cycle storage
- Cycle-To-Work Scheme
- Free Flu Vaccines
- Free access to school fitness suite
- Dry cleaning delivery service
- Onsite car valet service
- Family-focused leave
- Discounted Nuffield Health gym membership
- Comprehensive Free Employee Assistance Programme
- Free onsite financial advice clinics
- ...and more!

JOB DESCRIPTION AND CONTRACT DETAILS

JOB TITLE

Learning Support Assistant

CONTRACT DETAILS

Salary Range: £26,403 - £28,598 x 0.8259 full time equivalent = Actual Salary: £21,806 - £23,619

35 hours per week, term-time only including INSET Days

LINE MANAGER

Head of Learning Support

LEARNING SUPPORT ASSISTANT

At Churchdown School, our Learning Support Assistants play a vital role in improving outcomes for students with SEND. They deliver targeted, high-quality support that is responsive to individual needs. Their aim is to enable our students to be successful, independent learners. LSA's act as a key link between school, students and families, fostering strong communication and collaborative relationships. In doing so, they contribute to Churchdown's culture of inclusive excellence, enabling all students to achieve and thrive both academically and personally.

KEY RESPONSIBILITIES

- Provide high-quality, adaptive in-class support for pupils with a range of SEND needs to promote full access to the curriculum.
- Work collaboratively with teaching staff to scaffold learning, develop independence and support progress.
- Use the department blueprint and effective strategies to promote positive behaviour and engagement.
- Act as a Champion LSA for an identified caseload of students.
- Act as a first point of contact for parents/carers of caseload students (where appropriate). Communicate updates on progress, wellbeing and support strategies.
- Contribute to department systems for recording, analysing and reviewing student progress. Support tracking and evaluation of the impact of interventions and in-class support.
- Provide targeted mentoring for identified students, supporting academic, social and emotional development. Build positive, trusting relationships that enable students to thrive. Support students in developing independence, resilience and self-regulation.
- Prepare and contribute to Annual Review paperwork. Maintain accurate, up-to-date records in line with SEND statutory requirements. Complete and collate pupil voice documents. Attend reviews of Champion student caseload.
- Plan, resource and deliver targeted interventions for individuals and small groups. Regularly review and monitor impact, adapting provision where necessary. Ensure interventions are evidence-informed and aligned to student needs.
- Actively engage in department CPD, training and development opportunities. Share best practice and contribute to a reflective, improvement-focused team.

- Ensure inclusive access to extra-curricular support for SEND students and promote participation. Take responsibility for supporting and leading extra-curricular clubs, including breakfast club, break and lunchtime provision, after-school activities.
- Using ICT to support learning and professional practice

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:

- An interest in one or more of these areas would be desirable: Literacy, English, Mathematics, Science, Outdoor Education and Vocational Education.
- Knowledge and experience of working with students with autism, dyslexia and communication and interaction difficulties.
- Knowledge and experience of working with young people with physical disabilities and medical needs.
- Understanding of current SEND guidance, practice and provision.
- 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.

As part of our shortlist process, Churchdown School Academy may carry out an online search on shortlisted candidates. We welcome applications from all sections of the community irrespective of race, gender, sexual orientation, disability, religion or age.

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.

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.

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, staff 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.

Why
Churchdown?

Click here to find out more about
a career at Churchdown School.