



Thornden School

Learning Support Assistant

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| Salary: | Pay scale B/C (£18,561 - £19,941 pro rata (experience dependant)) |
| Hours: | 25.5 hours per week (8:50am to 2:55pm (Wednesdays 8:30am to 2:55pm)), term time only Please note that we will also consider applications for part-time working hours. On application, please specify exactly what times you are able to offer |
| Contract: | 12-month Fixed Term Contract, ideally starting 1 st September 2021 |
| Reporting to: | SENCo/Learning Support Co-ordinator |
| Responsible for: | Supporting students to access the curriculum |
| Further Information: | May be ideal for someone considering Initial Teacher Training, but applications from all candidates will be welcome, including those with primary level experience |

HISP Multi Academy Trust believe in building excellent educational environments that inspire and unlock potential in all our school communities. We currently have three schools within our Trust covering the age ranges from nursery to 16 with plans to expand and grow quickly across our geographical location.

Whilst we are currently a small Trust, we are ambitious and have a broad range of outward facing accreditations that support our schools and those within our local area. We are part of the Education Endowment Foundation Network with our HISP Research School. Evidence informed practice underpins our ethos, professional development and school improvement. We have an outstanding provision for training new teachers through our Hampshire SCITT Partnership, which also supports career progression for staff within our Trust and links to higher education. We have recently been designated, by the DfE, with two Teaching School Hubs covering Portsmouth, Southampton, the Isle of Wight and the South Eastern and South Western parts of Hampshire. The core purpose behind the Teaching School Hubs is to become centres of excellence for teaching and leadership training and development.

In order to support our growth plan and new designations, the Trust would like to appoint a dedicated Learning Support Assistant to join our team at Thornden school. Thornden is an oversubscribed, outstanding school serving Chandler's Ford and the surrounding area with just over 1470 students on roll. We have an ambitious ethos based on high expectations for all. Our students are proud of their academic and wider achievements, having a belief in their own success and ability to succeed which continues beyond our school with a high percentage of Thornden students excelling at local colleges and then at further and higher education.

The current team of Learning Support Assistants (LSAs) are highly committed and establish excellent relationships with their students, inspiring confidence and encouraging a feeling of security which enables students to improve their learning. LSAs work with students who have Education, Health and Care plans, and also support students across classes, as identified by teaching staff. Students may have learning, physical, sensory, behaviour or communication difficulties and range from 11 years to 16 years old.

As students are supported in all areas of the curriculum, in both academic and practical subjects, staff must be prepared to work in a variety of departments. LSAs support students in class, lead small groups and work with individuals; they also deliver clubs, mentor students and maintain department records. Previous experience working with secondary age students would be advantageous. Work in the classroom includes detailed questioning and explanations, differentiation, scribing, reading and observation. There is a weekly department meeting that serves to ensure that all Special Educational Needs staff have an up to date overview of current student needs. LSAs are paid to support lunchtime and after school clubs and interventions so the flexibility to stay until 4pm some days is useful.

An important aspect of the work is the need to observe total confidentiality of student details and information. The department enjoys an impeccable record in this regard, which we are keen to maintain. Induction training is provided. As some students require support outside of the classroom, staff break and lunch times can be staggered.

As a Trust, we lead a large successful Teaching School alliance and have an extensive School Centred Initial Teacher Training programme. Accordingly, this role could support individuals who wish to gain experience in the classroom with a view to making an application for Initial Teacher Training either at Thornden or at another centre. If the successful candidate is considering initial teacher training, opportunities, support and training will be provided based on individual needs.

If you wish to apply for this role, please review our full Job Description and Person Specification, and complete our support staff application form. These documents can all be downloaded from our website at <https://www.thornden.hants.sch.uk/joining-us/vacancies/>.

Completed application forms can be emailed to hr@hispmat.org or submitted by post to HR Officer, HISP MAT, Thornden School, Winchester Road, Chandlers Ford, Eastleigh, Hampshire, SO53 2DW. Please note that CV's will not be accepted. No agency applications either please.

The HISP Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks. We are also committed to providing equality of opportunity at all stages of the recruitment and selection process and ensuring that candidates are treated fairly and lawfully throughout the process.

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| Closing Date - | Wednesday 9 th June 2021 at 12 noon |
| Expected Interview Date - | Week commencing 21st June 2021 |
| Application form & further details - | https://www.thornden.hants.sch.uk/joining-us/vacancies/ |
| Informal Enquiries - | Mrs Jacqui Beckingham, Learning Support Co-ordinator Mrs Louise Peaston, SENCo/Assistant Headteacher 023 8026 9722 |



Part of the HISP Multi
Academy Trust