

Recruitment Pack



St. Crispin's
Excellence for all



Learning Support Assistant



St. Crispin's School is part of The Circle Trust, company number 11031096,
registered at St. Crispin's School Wokingham, Berkshire, RG40 1SS Tel: 0118 978 1144



Learning Support Assistant

St Crispin's School

Headteacher: Ginny Rhodes

NOR 1178, 11-18

Mixed Comprehensive, London Road, Wokingham, Berkshire RG40 1SS

Tel: 0118 978 1144

www.crispins.co.uk

Learning Support Assistant (Ideally full time) from 16th November
8.30am – 3.30pm, term time only + 5 INSET days. 13 weeks holiday/year
Starting Salary - £13,694 per annum (pro-rata)

Are you looking for a rewarding role in a stimulating education environment?

Would you like to make a real difference to the lives of our amazing young people and be part of a friendly, support team?

If you are caring, patient and supportive with a passion for education and can relate to young people, we would love to hear from you.

Under the guidance of our teachers, you will work with individuals and small groups of students who need extra support, helping them to become independent learners as well as supporting students in mainstream lessons.

Applicants must have a passion for working with young people, an NVQ2 in teaching assistance or equivalent qualifications or experience and awareness of ASD would be an advantage but is not a pre-requisite. Full training will be provided to the right applicant.

St. Crispin's School is a very happy and oversubscribed 11-18 mixed comprehensive school. Our school motto is "Excellence for All" and this encapsulates our commitment to do the very best for both our students and staff. Standards within the school are high and St. Crispin's is a lovely and positive place to work. Our school has a great many strengths, is far from complacent and has the potential to do even better.

Further details and an application form are available either from www.crispins.co.uk/vacancies or from Mel Knight (email: knightm@crispins.co.uk)

Closing date: 9am, Monday 2nd November

Interviews: Thursday 5th November

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. Appointments are subject to enhanced DBS clearance and satisfactory employment references.



Job Description

Salary Grade 3

Aim and main purpose of the job

To support student learning.

General Accountabilities:

Support for pupils:

1. Help pupils who need extra support to complete tasks; individually and in groups.
2. Establish productive working relationships with pupils, acting as a role model and setting high expectations.
3. Support the welfare and inclusion of pupils in all aspects of school life, whilst recognising and responding to their individual needs.
4. Encourage children to become independent learners.
5. Assist in the educational and social development of pupils under the direction and guidance of the class teacher and SENCO.

Support for the teacher:

1. Assist teachers with the management and preparation of resources, helping to adapt or find differentiated materials to enable pupils to access the class curriculum.
2. Observe pupil performance and report on observations to the teacher.
3. Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence.
4. Administer and invigilate exams/tests as required.
5. Assist with classroom administrative tasks within designated time e.g. photocopying, assist with maintaining student records.
6. Assist the SENCO to develop a suitable programme of support and then carry out the programme, within the classroom or in a withdrawal situation.
7. For the pupils in your care, maintain the SEN paperwork for recording and monitoring pupils' progress.
8. Escort pupils on school trips and assist at sports events under the supervision of the class teacher.

Support for the curriculum:

1. Deliver small group or one to one learning activities to pupils, within an agreed system of supervision, adjusting activities according to pupil responses/needs.
2. Deliver local and national learning strategies e.g. literacy, numeracy, Afl.
3. Use ICT effectively to support learning activities and develop pupils' competence and independence in its use.

Other

1. Act as a key worker for a named student, communicating with staff and parents.
2. Maintain confidentiality about home - school / pupil - teacher/ school - work matters.
3. To follow statutory guidance and school policies including child protection and safeguarding.
4. Any other duties reasonably required by the Headteacher.

Specific Accountabilities

1. Comply and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person.
2. Be aware of, support difference, and ensure all pupils have equal access to opportunities to learn and develop.
3. Contribute to the overall ethos and aims of the school.
4. Participate in relevant professional development.

Details of Line Management

This post is line managed by the SENCO.

Notes:

Whilst every effort has been made to explain the accountabilities of this post, each individual task undertaken may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job, which are commensurate with the salary and job title.





Personal Specification

Key Criteria	Essential	Desirable
Qualifications and Training	Good literacy/numeracy skills.	NVQ2 in teaching assistance or equivalent qualifications or experience. Have undertaken appropriate first aid training.
Competence Summary (knowledge, abilities, skills, experience)	<p>Successful experience of working with or caring for children in a learning environment or a willingness to undertake training in this area.</p> <p>Knowledge of relevant policies and legislation.</p> <p>Able to work effectively as part of a team, understand classroom roles and responsibilities and follow and interpret instructions and guidance.</p> <p>Able to use ICT to support learning and complete school administrative tasks.</p> <p>Able to relate to and communicate well with children and adults, motivate pupils to learn and respond sensitively and flexibly to children's competing demands.</p> <p>Possess skills to undertake general clerical/administrative tasks to support teachers.</p>	Knowledge and understanding of child development, learning, the national curriculum and other basic learning programmes.
Work related personal requirements	<p>Experience of dealing with parents and carers.</p> <p>Commitment to continuing professional development.</p> <p>Able to coach and mentor others.</p>	
Other work requirements	<p>Suitable to work with children.</p> <p>Able to identify own training needs and actively seek learning opportunities, share knowledge with others, support their development and participate in training and development activities.</p>	



Learning Support Department Information

Thank you for your interest in joining the Learning Support Department at St. Crispin's.

St Crispin's School is committed to inclusion. We work closely with our primary feeder schools so that we have a clear understanding of the individual barriers to learning that the young people joining us have. This enables us to offer the best possible support for students transitioning to us. We recognise the importance of early intervention and the Learning Support team works closely with every department to ensure the needs of all students are met. The work that we do, therefore, impacts on every department in the school and across all key stages.

The Learning Support Department is an enthusiastic, forward-thinking and flexible team who are committed to raising standards and supporting a wide range of pupil needs. I encourage my staff to develop their skills in areas of particular interest and allow them to grow in their roles. LSAs work across the whole school including the resource but we like to play to people's strengths, skills and experience too.

The range of special educational needs and disabilities (SEND) that we support at St. Crispin's is vast and comes from all four areas of need outlined in the Code of Practice for SEND. There are currently over 50 pupils with a diagnosis of ASD, our largest area of SEND within the school. Fifty students have an Education, Health and Care Plan and a further 80 are on our SEN register.

In addition to our work in the mainstream, we have a number of students that join us in Year 7 with achievement and attainment significantly below that of their peers. We support them with a curriculum pathway called The Bridge. These young people study English, Maths and Humanities in a literacy and numeracy rich environment, at an appropriate pace and differentiation to meet their needs and enable them to make progress. They also receive additional support for literacy and cohort based needs such as social skills.

Our specialist resource for young people with autistic syndrome disorder (ASD) opened in September 2017. This has added another important element to our work with young people with SEND. The Oaks currently has five students in Year 7, 8 and 9 and they have the resource area as their base.

In September 2018, we piloted our new "Thrive" programme. This is a programme tailored to meet individual needs of students who find it difficult to "thrive" in mainstream lessons. The programme offers students short bespoke courses to deal with challenges such as dealing with social situations, anger management, feelings of belonging and so on. This work is primarily on a 1:1 basis although some small group work is appropriate.

You are very welcome to visit the school should you like to see the department first hand before you make an application, which I hope that you will go on to do.

Sue Towler
SENCO & Head of Department

Policy Statement

St Crispin's School is an Academy school within The Circle Trust. As part of your application to join us, we will gather and use information relating to you. Information that we hold in relation to individuals is known as their "personal data". This will include data that we obtain from you directly and data about you that we obtain from other people and organisations. We might also need to continue to hold an individual's personal data for a period of time after the recruitment process, even if you are unsuccessful. Anything that we do with an individual's personal data is known as "processing".

This document sets out what personal data we will gather and hold about individuals who apply for a position with us, why we process that data, who we share this information with, and your rights in relation to your personal data processed by us.

What information do we process during your application process?

We may collect, hold, share and otherwise use the following information about you during your application process.

Up to and including shortlisting stage:

- your name and contact details (i.e. address, home and mobile phone numbers, email address);
- details of your qualifications, training, experience, duties, employment history (including job titles, salary, relevant dates and working hours), details of driving licence (if relevant for role), membership of professional bodies and interests;
- your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs;
- information regarding your criminal record;
- details of your referees;
- whether you are related to any member of our workforce; and
- details of any support or assistance you may need to assist you at the interview because of a disability.

Following shortlisting stage, and prior to making a final decision

- information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers;*
- confirmation of your academic and professional qualifications (including seeing a copy of certificates);*
- information via the DBS process, regarding your criminal record, in criminal records certificates (CRCs) and enhanced criminal records certificates (ECRCs), whether you are barred from working in regulated activity;*
- your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information;*
- medical check to indicate fitness to work;*
- a copy of your driving licence (or other appropriate documentation as listed on the Home Office list);*
- if you are a teacher, we will check the National College of Teaching and Leadership ("NCTL") Teachers Services about your teacher status, whether you are subject to a prohibition from teaching order and any other relevant checks (for example Section 128 direction for management posts and EEA teacher sanctions);* and
- equal opportunities' monitoring data.

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked (*) above to us to enable us to verify your right to work and suitability for the position. Without providing us with this information, or if the information is not satisfactory, then we will not be able to proceed with any offer of employment.

If you are employed by us, the information we collect may be included on our Single Central Record. In this scenario, a further privacy notice in relation to data we collect, process, hold and share about you during your time with us, will be issued to you.

Where do we get information from about during your application process?

Depending on the position that you have applied for, we may collect this information from you, your referees (details of whom you will have provided), your education provider, any relevant professional body, the Disclosure and Barring Service (DBS), NCTL and the Home Office, during the recruitment process.

Why do we use this information?

We will process your personal data during your application process for the purpose of complying with legal obligations, carrying out tasks which are in the public interest, and taking steps with a view to entering into an employment contract with you. This includes:

- to assess your suitability for the role you are applying for;
- to take steps to enter into a contract with you;
- to check that you are eligible to work in the United Kingdom or that you are not prohibited from teaching; and
- so that we are able to monitor applications for posts in the Academy to ensure that we are fulfilling our obligations under the public sector equality duty under the Equality Act 2010.

How long will we hold information in relation to your application?

We will hold information relating to your application only for as long as necessary. If you are successful then how long we need to hold on to any information will depend on type of information. For further detail please see our Retention and Destruction Policy.

If you are unsuccessful we will hold your personal data only for six months, after which time it is securely deleted.

Who will we share information with about your application?

We will not share information gathered during your application process with third parties, other than professional advisors such as legal as HR advisors.

Rights in relation to your personal data

All individuals have the right to request access to personal data that we hold about them. To make a request for access to their personal data, individuals should contact: Debra Briault. St Crispin's School, London Road, Wokingham. RG40 1SS briaultd@crispins.co.uk

Please also refer to our Data Protection Policy for further details on making requests for access to personal data.

Individuals also have the right, in certain circumstances, to:

- Object to the processing of their personal data
- Have inaccurate or incomplete personal data about them rectified
- Restrict processing of their personal data
- Object to the making of decisions about them taken by automated means
- Have your data transferred to another organisation
- Claim compensation for damage caused by a breach of their data protection rights

If an individual wants to exercise any of these rights then they should contact Debra Briault. St Crispin's School, London Road, Wokingham. RG40 1SS briaultd@crispins.co.uk.

The law does not oblige the school to comply with all requests. If the school does not intend to comply with the request then the individual will be notified of the reasons why in writing.

Concerns

If an individual has any concerns about how we are using their personal data then we ask that they contact our Data Protection Officer in the first instance. However, an individual can contact the Information Commissioner's Office should they consider this to be necessary, at <https://ico.org.uk/concerns/>.

Contact

If you would like to discuss anything in this privacy notice, please contact The Circle Trust Data Protection Officer.
Mr A Hinchliff, c/o St Crispin's School, London Road, Wokingham, Berkshire. RG40 1SF andy@thecircletrust.co.uk