



Learning Support Assistant



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Letter from Sir Steve Lancashire, Chief Executive, REAch2 Academy Trust

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence, and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Sir Steve Lancashire

Chief Executive, REAch2 Academy Trust



Letter from Mrs Lisa Frith-Sly, headteacher, Camulos Academy

Dear Candidate,

Welcome to Camulos Academy. Our aim is to give children the best start in life and to develop the confidence and enthusiasm for learning that takes them through to the next phase in their schooling and beyond. We believe our parents and community play a key part in our success.

At Camulos we aim to provide an exciting, broad, and engaging curriculum, which encourages our children to become confident, resilient, life-long learners. We want our children not to just achieve, but to exceed expectations and attain the very best results they can, academically, creatively, and personally.

We will offer a safe, caring, and inspiring learning environment, which enables us to ensure our children are supported, challenged, inspired and motivated through a breadth of learning and experiences and opportunities. We will be a highly inclusive school where everyone is equally valued.

Mrs Lisa Frith-Sly

Headteacher Camulos Academy, REAch2 Academy Trust.

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: www.reach2.org



The role

Learning Support Assistant KS2

Location: Camulos Academy Whitmore Drive, Colchester, Essex CO4 6AL

Salary: Scale 2 point 3 (FTE £18,652)

Start date: 7th June 2021 or ASAP

Working Patten – Mon – Fri 8.30am-3pm (39 weeks per year)

We are currently looking for a Learning Support Assistant for a position within our KS2 setting to help provide help and support to our amazing children.

Camulos Academy opened in September 2016 in Colchester, Essex as a new provision and we will be full in September with 14 classes. We are at the centre of a new area of development at the Northern Gateway, close to the A12.

We will offer you:

Outstanding training and networking opportunities within our Multi-Academy Trust, REAch2

A stunning school environment

A friendly and enthusiastic staff team and amazing pupils

THIS POSITION IS SUBJECT TO AN ENHANCED DBS WITH CHILD BARRED LIST CHECK AND SATISFACTORY WRITTEN REFERENCES.

CAMULOS ACADEMY RESERVES THE RIGHT TO OFFER THE POST PRIOR TO CLOSING FOR AN EXCEPTIONAL CANDIDATE.

For any further information please contact

Mrs Lisa-Frith-Sly on head@camulosacademy.co.uk

01206-588588

The application

You are invited to submit an application form to **Mrs Lisa Frith-Sly** – head@camulosacademy.co.uk .

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an Enhanced DBS with Child Barred List check.

The application process and timetable

Application deadline:	23 rd April 2021 (midday)
School visits:	TBC
Interviews:	28 th April 2021
Contract details:	Part-time Fixed term Aug 2022
Salary:	Scale 2 point 3 – (FTE £18,652)
Start date:	7 th June 2021 or ASAP

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that academies and academy personnel are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all of our pupils.

We have a principle of open competition in our approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process aims to ensure the identification of the person best suited to the job based on the applicant's abilities, qualifications, experience and merit as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system after six months from notifying unsuccessful candidates, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your details will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).



Camulos Academy Learning Support Assistants

Job Description

Job Description - Learning Support Assistant

Job Title	Learning Support Assistant
Grade	Band 2
Reports to	Headteacher, Class Teacher, SENCO,
Liaison with	Teaching staff, support staff, Headteacher, pupils.
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.
Principal Accountabilities	<ul style="list-style-type: none"> • Working with individuals or small groups of children under the direction of teaching staff • Implement planned learning activities/teaching programmes as agreed with the teacher adjusting activities according to pupils' responses as appropriate.
Duties	<ul style="list-style-type: none"> • Establish positive relationships with pupils supported. • Support pupils with activities which support literacy and numeracy skills • Support the use of ICT in the classroom and develop pupils' competence and independence in its use • Promote positive pupil behaviour in line with school policies and help keep pupils on task • Interact with, and support pupils, according to individual needs and skills • 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 • Participate in planning and evaluation of learning activities with the teacher, providing feedback to the teacher on pupil progress and behaviour • Monitor and record pupil activities as appropriate writing records and reports as required • Provide feedback to pupils in relation to attainment and progress under the guidance of the teacher • To support learning by arranging/providing resources for lessons/activities under the direction of the teacher • To attend to pupils' personal needs including help with social, welfare and health matters, including minor first aid.



Camulos Academy Learning Support Assistants

	<ul style="list-style-type: none"> • To assist with the preparation, maintenance and control of stocks of materials and resources. • Assist with the development and implementation of IEPs • Liaise with other staff and provide information about pupils as appropriate • To assist with the display and presentation of pupils' work • To supervise pupils for limited and specified periods including break-times when the postholder should facilitate games and activities • To assist with escorting pupils on educational visits.
<p>General</p>	<ul style="list-style-type: none"> • 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 • 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. • To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace • Ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy • 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. <p>The duties above are neither exclusive nor exhaustive and the postholder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.</p>

LEARNING SUPPORT ASSISTANT - Person Specification

General heading	Essential	Desired
Qualifications & Experience	Successful experience working with children in a school/early years environment	Successful experience working with children in a school/early years environment Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience
	Knowledge of relevant policies and procedures	Basic knowledge of First Aid and understanding of the School
	Good reading and writing skills - GCSE grade c or above	
	Good numeracy skills - GCSE grade c or above	
	Knowledge of basic ICT to support learning	
Communication	Ability to write basic reports	
	Ability to use clear language to communicate information unambiguously Ability to listen effectively	
	Overcome communication barriers with children and adults	
	Consult with children and their families and carers and other adults	

Working with children	Understand and implement the school's behaviour management policy	
	Ability to understand and support children with developmental difficulty or disability	
	Good understanding of the school curriculum Knowledge of literacy/numeracy strategies	
	Good understanding of the general aspect of child development Ability to assess progress and performance	
	Understand and support the importance of physical and emotional wellbeing	
Working with others	Understand the role of others working in and with the school	
	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults	
	Ability to work effectively with a range of adults	
	Know when, how and with whom to share information Ability to follow instructions accurately	
Responsibilities	Good organisational skills Ability to remain calm under pressure	
	Ability to support the work of volunteers and other teaching assistants in the classroom	

	Ability to manage own time effectively	
	Demonstrate creativity and an ability to resolve routine problems independently	
General	Right to Work in the UK	
	Enhanced DBS with Child Barred List check clearance	
	Awareness of and commitment to equality	
	Basic understanding of Health & Safety	
	Understand and implement child protection procedures	
	Understand procedures and legislation relating to confidentiality	
	Be prepared to develop and learn in the role	