



Nova Hreod Academy

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Part of United Learning

Candidate Briefing

Job title: Learning Support Assistant

Closing date: 5th June 2026

Welcome from our Principal

Dear Candidate,

Thank you for your interest in this position at Nova Hreod.

Nova Hreod Academy is on a rapid journey of improvement to becoming one of the country's top-performing schools. At Nova we believe that all children have limitless potential and that all children can succeed when they are educated in an environment that is characterised by high standards of behaviour and excellent teaching. Our entire staff share a common goal: giving every child the best possible chance of success.

At Nova Hreod, we are proud to foster a disruption-free environment that allows teachers to teach and students to learn without interruption. Every second of every lesson is dedicated to high-quality education. Teachers at Nova Hreod are the experts in the classroom, and we have designed our school to ensure that they can truly make a difference.

We believe that the most effective way for students to learn is through clear, explicit teaching. We work closely with United Learning to design and develop our curriculum, which is structured in a traditional manner. Our lessons and curriculum are based on cognitive science principles, with a strong emphasis on Rosenshine's principles and the *Teach Like a Champion* series.

In our school, inclusion is very important, we deliberately structure the way our school runs to ensure that every student is able to engage fully with all aspects of school life. We are a school rich in diversity, and we celebrate this every day.

We are driven by our values of **Excellence, Hard Work** and **Kindness**. This means that we expect the best possible outcomes for all our students, and we require all our students to work exceptionally hard every day. Our students demonstrate excellence in every single day in the quality of their work, the smartness of their uniforms and the completion of their homework. Students daily show kindness through their polite interactions with adults and with other students.



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As a teaching team, we work together to continuously improve our practice, celebrate successes, and foster a sense of community to ensure that all students are successful each and every day. All staff have access to weekly professional development sessions, alongside regular coaching and feedback.

We are looking for colleagues who share our commitment to giving students the best chance of success.

Our website provides a clear picture of our aspirations and vision. However, please do not hesitate to contact us if you require further information. We look forward to receiving applications from candidates whose personal values and qualities, align with those in the person specification.

Kind regards,

James Harding-Mbogo

Principal



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Overview

Nova Hreod Academy is looking to recruit a Learning Support Assistant.

This member of staff will have the opportunity to work with some of our most vulnerable students working as part of our high performing team to ensure that they have the best chance of success.

The ideal candidate will be passionate about improving the educational outcomes of our young people and committed to further developing the strong foundations we've already established at Nova Hreod. We believe there are no limits to what our students can achieve, and we seek people who embody this belief in their everyday work.

If you are ready to make a significant difference, shaping the future for our students, we would love to hear from you.



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Role Overview

Job title: **Learning Support Assistant**

Location: **Nova Hreod Academy**

Salary: **£22,364 per annum, pro rata to the FTE of £25,918 per annum**

Contract type: **Permanent, 37.5h a week, term time only**

Responsible to: **SENCO**

Purpose

To work in partnership with class teachers, as directed, to support learning in line with the national curriculum, codes of practice and academy policies and procedures.

Key Responsibilities

Key responsibilities of the post are outlined below:

- As directed, work with individuals or groups of students to deliver intervention programmes to raise attainment
- Collaborate with teaching staff on teaching adjustments by updating pupil passports and providing quality feedback to teaching staff
- Understand specific learning needs and provide differentiated support to students individually and within a group
- Establish positive relationship with all students
- Provide feedback to students in relation to attainment and progress under the guidance of the teacher
- Support pupils with activities which develop literacy and numeracy skills
- Promote positive pupil behaviour in line with academy policies for culture for learning
- Write reports and records as required
- Participate in Exam Access Arrangements under the direction of the SENDCo
- Attend training and CPD opportunities as needed to maintain an up-to-date knowledge of SEND and pedagogical issues
- Support the maintenance of student safety and security and minimize the risks from health emergencies
- Support students during unstructured social times – through break clubs and support

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.



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Person Specification

The successful candidate will have demonstrated the following in their application / interview:

- A genuine passion for education and a deep commitment to improving the life chances of every student.
- A willingness to work hard with a commitment to ensuring that students at Nova Hreod achieve in line with the very best schools in the country.
- Excellent organisational ability with a relentless focus on high standards and an eye for detail.
- The ability to be solution focused and never give up.
- Emotional resilience and a calm, nurturing approach.
- Commitment to being a team player.
- A commitment to maintaining and further developing the school's ethos of diversity, inclusivity, and equality of opportunity.
- Ability to follow school policies and maintain confidentiality.
- Good standard of education, including GCSE English and Maths (Grade A–C / 4–9) or equivalent.
- Qualifications related to SEND, SEMH, child development, or therapeutic approaches (e.g., ELSA)
- Understanding of EHCPs, personalised learning plans, and SEND frameworks.
- Knowledge of safeguarding and equal opportunities.



Learning Support Assistant Job Description

Post Title:	Learning Support Assistant
Purpose:	To work in partnership with class teachers, as directed, to support learning in line with the national curriculum, codes of practice and academy policies and procedures.
Reporting To:	SENCO
Core Duties	<ul style="list-style-type: none"> • As directed, work with individuals or groups of students to deliver intervention programmes to raise attainment • Collaborate with teaching staff on teaching adjustments by updating pupil passports and providing quality feedback to teaching staff • Understand specific learning needs and provide differentiated support to students individually and within a group • Establish positive relationship with all students • Provide feedback to students in relation to attainment and progress under the guidance of the teacher • Support pupils with activities which develop literacy and numeracy skills • Promote positive pupil behaviour in line with academy policies for culture for learning • Write reports and records as required • Participate in Exam Access Arrangements under the direction of the SENDCo • Attend training and CPD opportunities as needed to maintain an up-to-date knowledge of SEND and pedagogical issues • Support the maintenance of student safety and security and minimize the risks from health emergencies • Support students during unstructured social times – through break clubs and support
Other Specific Duties	<ul style="list-style-type: none"> • To play a full part in the life of the Academy community, to support its distinctive mission and ethos • and to encourage staff and students to follow this example. • To promote actively the Academy's policies. • To continue personal professional development. • To comply with the Academy's Health and Safety Policy and undertake risk assessments as appropriate. • To comply with the Academy's procedures concerning safeguarding and to ensure that training is accessed. <p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p>



	<p>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.</p> <p>Employees are expected to maintain a standard of dress conducive to their position as professionals and in setting an example to students.</p> <p>This job description is not necessarily a comprehensive definition. It will be reviewed periodically and when appropriate to reflect or anticipate changes in the job commensurate with the grade and job title. It may be subject to change or modification at any time after consultation taking into account the circumstances of the Academy and their implications.</p>
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About Nova Hreod

We have a very clear set of beliefs about key areas of the school that are based on our core values and that influence how our school is run.

Mindset: At Nova our works starts from a belief that our students have limitless potential. Many of our students may face barriers to their learning but we believe that it is our job as professionals to dismantle these barriers, so that our student's potential may be realised.

Curriculum: At Nova Hreod we believe that all our students have the right to learn the expert knowledge required to develop mastery of our different subject disciplines. At Nova we teach a centralised curriculum to ensure all our students learn the same expert knowledge.

Behaviour: The SLT own behaviour at this school. Teachers all teach using a set of core routines which supports our behaviour policy. The SLT and Pastoral Team run centralised detentions and the reflection room. As a result of these teachers are able to teach in a disruption free environment.

Teaching: At Nova we teach in a traditional manner. Our lessons follow a consistent Teach, Check, Practice structure and as part of this we ensure that every lesson there is 20 minutes of independent practice. All staff take part in regular CPD focussed on the development of our Nova Core Routines and the Teach, Check, Practice model.

Organisation: We aspire to be a school where excellence is shown in our organization, in our systems and processes. That they are defined by simplicity and clarity as we know this leads to the consistency that is absolutely vital in highly successful schools.

Teamship: At Nova we believe that together we are greater than the sum of our parts. We know that there is power in consistency, therefore we make a choice daily to row together. We choose 'teamship' because we know that together we can achieve great things.

Honesty: We believe that one of the greatest forms of kindness is being honest with people. Feedback is important it makes us better at what we do, it is what improves consistency as a team and it is what strengthens our team here at Nova.



Joy: We work hard to make this a fun and enjoyable place to study and work. We ensure that we make space regularly for fun and togetherness both as a staff and as a whole school.

Terms & Conditions

Pension Scheme:

If eligible in terms of age and earnings, you will automatically be enrolled into the Local Government Pension Scheme. Should you wish to opt out of this scheme, you should contact the Local Government Pension Scheme directly. Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org>

Holiday Entitlement:

You are entitled to 26 days holiday a year, plus 8 statutory days. This entitlement accrues at the rate of 2.17 days per completed month.

Probation Period:

New employees are required to complete a six-month probationary period.

Statutory Checks:

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

How to Apply

To join our dedicated and talented team, click apply here:

<https://mynewterm.com/jobs/140515/EDV-2026-NHA-28079>

United Learning is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. All positions are subject to an Enhanced Disclosure and Barring check from the Disclosure and Barring Service (DBS) and shortlisted candidates will be subject to an online check.

For more information about this role, please contact:

Name / title: Eleanor Edens (SENCO)

Email address: e.edens@novahreodacademy.org.uk



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About United Learning

United Learning is a Group of schools which aims to provide excellent education to children and young people across the country. We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out ‘the best in everyone’ – pupils, staff, parents and the wider community. We uniquely comprise schools in both the state and independent sectors.

As a Group, we can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences.

We believe that our Group contains the most developed relationships and practical interaction between independent and state schools in the country, creating benefits for all the schools involved.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies.

To find out more about United Learning, please visit the website www.unitedlearning.org.uk.



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