

We are committed to ensuring all individuals are valued and work in a safe environment, promoting the ethos of Safeguarding and Equality and Diversity in all of our practices. We expect all staff to share this commitment.

Job Title:	SEND Learning Support Assistant (SLD) Maternity Cover
Grade / Salary:	£28,935.23 - £30,311.86 per annum (Actual £20,637.05 - £21,618.88 pro rata)
Hours:	32 Hours per week, 36 weeks per year
Department:	Fixed Term Contract 31/08/2026 Maternity Cover Foundation Studies
Work Location:	Harbour House/ Gloucester Campus
Responsible To:	SEND Teaching & Learning Support Coordinator

1. Applicant Information

Gloucestershire Professional Services (a subsidiary of Gloucestershire College) is committed to safeguarding children and vulnerable adults and any offer of employment will be subject to a number of conditions.

If you are shortlisted, you will be asked to complete a self-declaration of your criminal record or any information that would make you unsuitable to work with children. Generally, we are permitted to ask whether an applicant has any convictions, cautions, reprimands or final warnings which would not be filtered in line with current guidance, as defined by The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This Order sets out the circumstances in which an individual can be asked about spent convictions (but not protected convictions or protected cautions) and when an employer can consider these. This includes "any employment as a teacher in a school or establishment for further education and any other employment which is carried out wholly or partly within the precincts of a school or establishment for further education, being employment which is of such a kind as to enable the holder to have access to persons under the age of 18 in attendance at the school or establishment for further education in the course of his normal duties."

As this role involves engaging in "regulated activity" relevant to children, and in line with our legal obligations, before filling out this application you should be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

In line with KCSIE and having regard to all relevant guidance, there is a requirement for providing satisfactory references and online searches will be conducted for candidates. The purpose of this search is to identify any incidents or issues that have happened, and are publicly available online, which we may need to explore further as part of our pre-screening checks. The level of check undertaken will be consistently applied across all applicants and may include both social media and a general internet search.

A satisfactory DBS Enhanced Disclosure will also need to be obtained as a requirement of the job.

2 Job Profile

Gloucestershire Professional Services (GPS) is recruiting a Learning Support Assistant to join our specialist provision, Harbour House, based at Gloucestershire College.

These learners will have a range of additional learning needs and disabilities including autism, cognitive developmental delay, medical needs, physical impairments and severe learning difficulties. You will enable learners to access their curriculum and to progress towards their EHCP outcomes whilst at Gloucestershire College.

Working one-to-one or with a small group of learners, you will provide strategies to promote autonomy and independence that support their ambitions, inclusion and EHCP outcomes.

A career with us means much more than just a salary- we know that our people are our greatest asset.

We provide an empowering, values-based environment where we all play a part in inspiring a future generation, working towards an inspirational vision. We are passionate about learning and pride ourselves in developing our staff; we will support you both professionally and personally to develop all the skills necessary to make this your next success.

We value mutual respect and believe that trust, respect and civility bring out the best in people. We also work collaboratively utilising the different knowledge, skills and experiences we each have; we strive to create an environment where everyone can give of their best. Working with committed colleagues, we also offer an attractive benefits package, please click on the benefits link to find out more about the range offered.

We celebrate the fact that our students and staff, our partners and friends, are from different social and ethnic backgrounds, different faiths, sexual orientation and ages.

We are committed to equality, diversity and inclusion and we want our workforce to have an equal gender balance, represent a broad mix of people from minority ethnic backgrounds, LGBTQ+, those with a disability and we would encourage all applicants that identify with this to apply.

In accordance with Keeping Children Safe in Education 2024, we will carry out an online search as part of our due diligence on successful candidates.

The purpose of this search is to identify any incidents or issues that have happened, and are publicly available online, which we may need to explore further as part of our pre-screening checks.

The level of check undertaken will be consistently applied across all successful applicants and may include both social media and a general internet search.

If you would like to request any further information on this check, please contact gj.jobs@gloscol.ac.uk

Gloucestershire College is advertising this role on behalf of Gloucestershire Professional Services (GPS).

3. Main Duties and Responsibilities

- To support learners under the direction of the Tutor, Curriculum lead and or Line manager
- Use transition, application, and pre-enrolment information to provide personalised support to learners.
- Ensure you apply effective support strategies that will enable the learner to meet/work towards their EHCP targets when in college or in the community,
- Duties will include carrying out specific tasks relating to intimate personal care (including the use of hoists), administering medication/medical support, supporting feeding or minibus driving (training will be provided)
- Carry out specific support tasks in a range of settings including offsite volunteering or work placements, and within community settings such as day services
- Actively encourage learners to self-advocate and increase independence skills
- Contribute to the planning and sharing of information with parents/carers, external agencies as required.
- To participate in discussions, team meetings and reviews relating to the learners that you are supporting.
- Effective use of ProMonitor and other internal systems to ensure consistent communication relating to learners and their support.
- Ensure that information and recording of information relating to learners is timely, accurate and using agreed systems.
- Adhere to and have regard to the LSA standard and expectations.
- Attend and update any training in response to national changes in policy, guidelines, regulations, and legislation relating to SEND (Children and Families Act 2014 and the SEND Code of Practice)
- Actively contribute and support the departmental Quality Improvement Plan (QIP), Self-Assessment Report (SAR) and key performance indicators (KPIs).
- Attend College development opportunities and engage in professional development.

4. General

- Take an active part in the performance review process.
- Comply with all relevant Health & Safety regulations and assist the College in the implementation of its own Health & Safety Policy.
- Comply with and actively promote the College's Equality and Diversity Policy.
- Comply with and actively promote the College's Safeguarding Policy and Practices.
- Support the College's sustainability policies and recognise the shared responsibility of carrying out duties in a resource efficient way.
- Participate in enrolment.
- Undertake a first-aid qualification and participate in the first aid rota, as required.
- Undertake any other relevant duties as specified by your line manager commensurate with the level of this post.

5. Values

We have **four core values** that reflect what we are, how we do things and where we want to be. We want to support all staff to:

Be Respectful



Be Respectful – To be respectful of self, others, property and environment when at college or representing the college.

Be Responsible



Be Responsible – To take ownership of our behaviours, attitude and personal development.

Be Ambitious



Be Ambitious – To become the best versions of ourselves.

Be Collaborative



Be Collaborative – To work as part of a team or teams, to support each other to contribute and celebrate success.

6. Person Specification

Shortlisting Criteria

Essential	<ul style="list-style-type: none">– Previous experience of working with SEND students (preferably in a special school or specialist post 16 centre)– Minimum of Maths and English GCSE grade C / Level 2 or willingness to complete.
Desirable	<ul style="list-style-type: none">– Experience of using assistive technology to support individuals with communicating, accessibility, and independence.– Supporting Teaching and Learning Level 2, NVQ or equivalent.– Moving, Handling and Lifting– Medication Handling– British Sign Language or Makaton– Awareness of Total Communication– Food Hygiene– Safeguarding training

Person Specification

Abilities	<ul style="list-style-type: none">– A flexible approach to working– Innovative and solution focused– Adaptable approach to teaching, learning and support– Empathic and responsive to learning needs– Able to motivate, engage and enthuse learners in innovative ways– Responsive to staff and student needs– Good ICT skills and flexibility to work with bespoke College systems.– Excellent written and oral communication– Resourceful and creative
Job Circumstances	<ul style="list-style-type: none">– Ability to travel between all college sites as required.– Enhanced DBS check– Ability to work flexible working hours including occasional evening and weekend working

Further Education is an ever-changing service and all staff are expected to participate constructively in College activities and to adopt a flexible approach to their work.

This job description will be reviewed annually during the performance review process, and will be varied in the light of the business needs of the College.

The job description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for all advertised vacancies.

Where an employee or candidate indicates a disability, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all of the duties of the post. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

