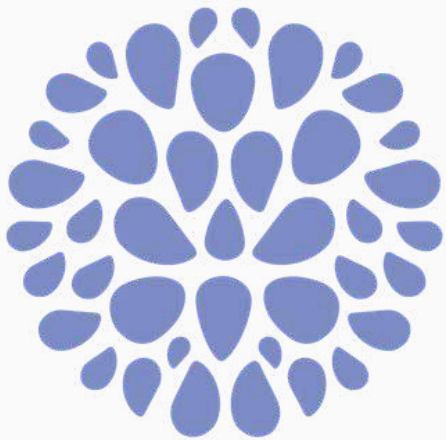




ADVANTAGE
SCHOOLS



THE LINDEN
ACADEMY

WELCOME FROM THE CEO

Thank you for your interest in the role of Principal at The Linden Academy, part of Advantage Schools.

I am very proud of our family of schools. Together we are determined to maximise educational provision in this region, ending educational disadvantage.

At Advantage Schools, we 'punch above our weight'. Despite being a medium-sized trust we have been involved in national policy. We are a delivery partner for the National Professional Qualifications and the Early Career Framework. We deliver very large amounts of bespoke training via the Advantage Schools Knowledge Exchange. We share our work with other like-minded schools and trusts, and work towards being an 'outlier' organisation.

Our collaborative partnership of schools provide exceptional educational provision inside and outside of the classroom for all of our children. Our schools ensure that pupils are supported, monitored and encouraged, ensuring that their learning experience will be challenging, rewarding and memorable. Pupils enjoy their time at our academies and give back to the wider community.

I am one of the Department for Education's National Behaviour Advisors, and at Advantage Schools, we have a national reputation for excellent behaviour and a focus on strong outcomes. We take behaviour and curriculum really seriously. Our teachers must be able to teach, and pupils able to learn. Our curriculum is an entitlement for all – we do not make exceptions in our high aspirations.

But, our families, colleagues and trustees are hungry for more. We will, therefore, recruit a colleague who will drive the school and trust to be better still; who will not tolerate mediocrity; who will challenge when required and inspire regularly. Their approach will be underpinned by substantial knowledge about education.

We expect hard work, but we support and manage workload so that you can do the job sustainably.

If you are interested in the post but are unsure whether you have the skills and expertise that would make you ready to apply, please do get in touch for an informal, honest conversation. We can arrange tours of our schools and are happy to put you in touch with relevant colleagues. We will ensure that the right candidate is fully supported with training and through our established support network.

I very much look forward to receiving your application.

With best wishes,

Stuart Lock



WHY WORK FOR US?

ABOUT ADVANTAGE SCHOOLS

We are a family of ten schools in Luton and Bedfordshire serving around 7000 pupils aged 2 to 19. Our dedicated team of 900 colleagues put our children's future success at the heart of everything we do.

We believe that - given the right circumstances - *all* children are capable of achieving extraordinary things, including excellent outcomes. Our role is to create those right circumstances.

We are ambitious for our schools to be the best in the country, with outcomes that ensure no child is left behind, disrupting disadvantage and becoming a beacon of excellence. We therefore focus on providing the highest quality teaching of an excellent curriculum, enabling children to become highly educated and active participants of society.

In joining Advantage Schools, you'll join an expert team of colleagues that have taken up the opportunity to develop within a successful and ambitious trust. You will be well supported to do your best work: we provide sector-leading professional development and offer extensive networking opportunities, enabling you to develop your career whilst helping to shape the future of our trust.

ABOUT THE ROLE AND YOUR APPLICATION

This post would suit a highly motivated individual whose values are aligned with ours.

You need to want this school to be the best, full stop.

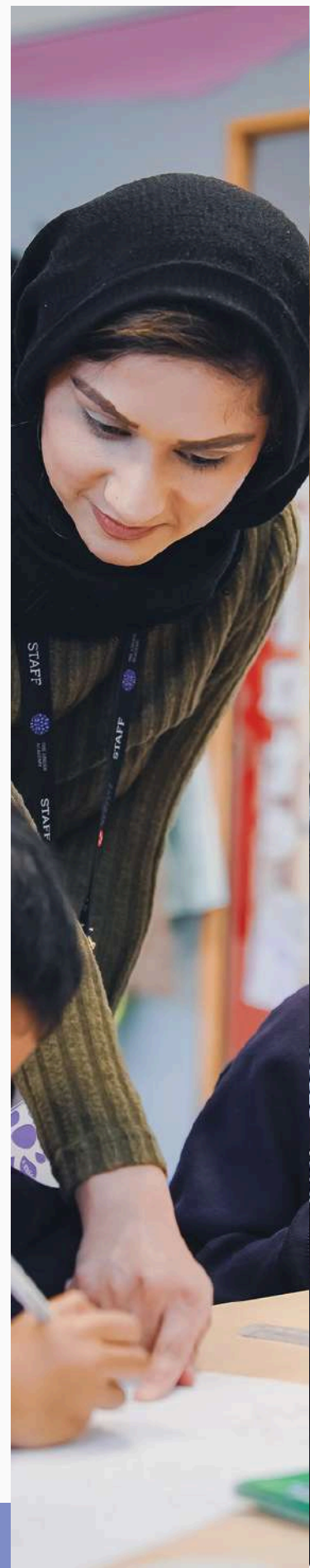
You will be well supported in developing your competencies as a valued member of our team and you'll be working alongside a smart group of friendly and supportive colleagues in order to achieve our ambitions collectively.

To apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

SAFEGUARDING

The safeguarding and welfare of children is paramount and all our staff share this view. Applicants must be willing to undergo safeguarding and child protection checks including with past employers and the Disclosure and Barring Service.





ABOUT THE LINDEN ACADEMY

The Linden Academy is a school at the heart of the local community. We are proud to be a very diverse school and actively celebrate the wide range of cultures and experiences our children and families bring to the school.

We judge our provision against The Sophie Test, which asks: would this provision be good enough for our own child or loved one? We offer an academic, knowledge-rich curriculum, carefully sequenced across English, maths, humanities, the arts and physical education to ensure our pupils are well prepared for the next stage of their education. We teach explicitly rather than through discovery learning, because we know our pupils are novices who learn best from this mode of delivery. Our academic curriculum is enriched by meaningful trips and visits, and an excellent personal development and wellbeing offer. Consistent and explicitly taught routines and high expectations create calm, safe classrooms where every pupil is known, valued, and can thrive.

Our approach means our five key values are lived by all children across the school – being respectful, being hardworking, being caring, being honest and being understanding. We want our pupils to leave us as competent, polite and confident individuals equipped with the knowledge and skills they need for success at secondary school.

ADVANTAGE SCHOOLS VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well- rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share excellent practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with broad opportunities for clear and dynamic career progression.

AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. Ranging from an extensive **Wellbeing package**, to free tea and coffee, you can be reassured that we have your best interests at heart.



Exceptional professional development for all



Free eye test vouchers



Green car salary sacrifice scheme



Staff recognition with reward shopping vouchers



Refer a friend £500 bonus scheme



Enhanced pension employer's contribution & death in service payment



Support for all staff with an experienced licensed counsellor



Cycle to work scheme

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL PARTNERSHIPS



CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored leader training for eligible colleagues.

Additionally, we offer a wide range of CPD training through various partnerships and platforms, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.



MEDICAL

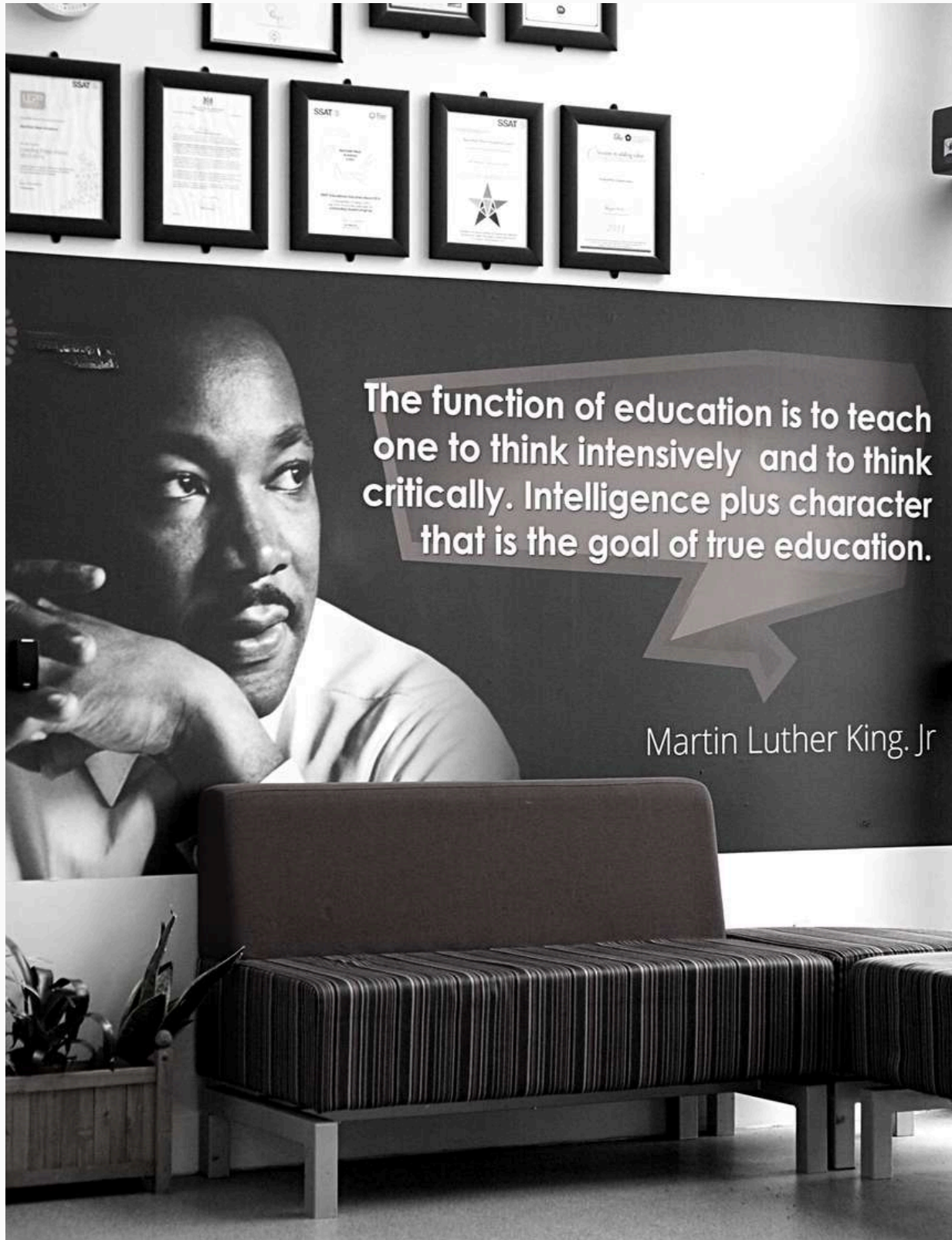
Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

RECRUITMENT BOOKLET



THE LINDEN
ACADEMY



SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



Learning Support Mentor (1to1/ Small Group)

The Linden Academy is an exceptional primary school that offers a warm, welcoming, and nurturing learning environment for children aged 4-11. We are seeking a highly motivated and committed Learning Support Mentor to join our dynamic and supportive team.

At The Linden Academy, we are passionate about inspiring young minds and ensuring that in everything we do, we are making a positive impact on our student's lives. Therefore, we are seeking to recruit an enthusiastic Learning Support Mentor who will take pride in supporting students and providing an excellent education to all children in our school.

The Linden Academy is a school that is dedicated to providing an outstanding education to every child. Our lovely students, hardworking teachers and staff, and supportive parents create a community that is committed to excellence in all areas of education.

It's incredibly important to us here at The Linden Academy that all our staff feel valued, listened to, mentored, challenged, and given adequate opportunities to develop. If you want to grow and develop in a fast paced, dynamic, and successful Academy, come and join us at The Linden Academy!

Key Duties

- To support the learning development of pupils.
- To promote and support inclusion for all children including pupils with SEN, EAL and those with a physical disability.
- To promote positive behaviour patterns, raise self-esteem and improve independent working in pupils to assist their education and growth.
- To build and maintain positive and professional relationships with staff, pupils and parents treating all children consistently, with respect and consideration.
- To develop and agree action plans for individual pupils and groups of pupils, working in conjunction with the class teacher.

The successful candidate will have

- Experience working in an educational setting (Desirable, experience of supporting children 1:1).
- Experience of working with children with SEND and EA.
- At least C grade or equivalent in English and Maths GCSE.
- Excellent communication and interpersonal skills, with the ability to build positive relationships with students, staff, and parents.
- Proactive and flexible approach to work, with the ability to adapt to different situations and challenges.
- Empathy, patience, and a genuine passion for working with children and young people/
- Strong organisational skills with the ability to multitask and prioritize effectively.
- Thorough knowledge and understanding of safeguarding.

Job Specifics

Start date: 1st September 2026 or asap following this date

Salary: AS 1-3 FTE £24,534-£25,105 actual pro rata £19,420-£19,872

Job Role: Permanent, Term Time + 5 Inset days, 39 weeks per year, Part time, 33.75 hours per week Mon-Fri 8:15am-3:30pm with 30-minute lunch break

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



JOB DESCRIPTION

Job Title: Learning Support Mentor

Key Duties

- To establish supportive relationships with the pupils concerned
- To promote the acceptance and inclusion of the pupils with SEND, encouraging pupils to interact with each other in an appropriate and acceptable manner
- Monitor the pupil's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes.
- To give positive encouragement, feedback and praise to reinforce and sustain the pupil's efforts and develop self-reliance and self-esteem.

Main Functions:

To assist in promoting the learning and personal development of the pupil to whom you are assigned, to enable him/her to make best use of the educational opportunities available to them.

- 1 To aid the pupil to learn as effectively as possible both in group situations and on his/her own by, for example:
 - Clarifying and explaining instructions
 - Ensuring the pupil is able to use equipment and materials provided
 - Motivating and encouraging the pupil(s) as required by providing levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs
 - Assisting in weaker areas, e.g. speech and language, reading, spelling, numeracy, handwriting/presentation etc.
 - Using praise, commentary and assistance to encourage the pupil to concentrate and stay on task
 - Liaising with class teacher, SENCO and other professionals about individual education plans contributing to the planning and delivery as appropriate
 - Providing additional nurture to individuals when requested by the class teacher or SENDCO
 - Consistently and effectively implementing agreed behaviour management strategies
 - Helping to make appropriate resources to support the pupil
- 2 To establish supportive relationships with the pupil concerned
- 3 To promote the acceptance and inclusion of the pupil with SEND, encouraging pupils to interact with each other in an appropriate and acceptable manner
- 4 Monitor the pupil's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes.
- 5 To give positive encouragement, feedback and praise to reinforce and sustain the pupil's efforts and develop self-reliance and self-esteem.

- 6 To mark pupils' work under the direction of the class teacher
- 7 To support the pupil in developing social skills both in and out of the classroom
- 8 To provide regular feedback on the pupil's learning and behaviour to the teacher/SENDCO, including feedback on the effectiveness of the behaviour strategies adopted
- 9 Under the direction of the teacher, carry out and report on systematic observations of pupils to gather evidence of their knowledge, understanding and skills upon which the teacher makes judgements about their stage of development
- 10 When working with a group of pupils, understand and use group dynamics to promote group effectiveness and support group and individual performance.
- 11 To know and apply school policies on Child Protection, Health and Safety, Behaviour, Teaching and Learning, Equal Opportunities etc.
- 12 Where appropriate to develop a relationship to foster links between home and school, and to keep the school informed of relevant information
- 13 To be aware of confidential issues linked to home/pupil/teacher/school
- 14 To contribute towards reviews of the pupil's progress as appropriate
- 15 To comply with legal and organisational requirements for maintaining the health, safety and security of yourself and others in the learning environment
- 16 To take part in training activities offered by the school to further knowledge and skills of working with a child with specific learning difficulties
- 17 To be willing to support playground/break time supervision e.g. educational games, homework clubs etc.
- 18 To accompany teacher and pupils on educational visits
- 19 To provide individual support, as required, during examination sessions
- 20 To carry out the above duties in accordance with the Education Department's Equal Opportunities Policy.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonable expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

PERSON SPECIFICATION

Candidates will be assessed on the following:	Essential	Desirable
EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS		
A good standard of Numeracy and both written and oral English	✓	
GCSE/O Level or equivalency in basic Maths and English		✓
Qualifications or prior training linked to education, child development, counselling and/or special educational needs (e.g. Cache, NVQ, Autism training etc.)		✓
EXPERIENCE		
Previous employment in an educational setting	✓	
Previous experience of working with children with special educational needs	✓	
Experience of working with a range of ages of child (4 – 12 year olds)	✓	
Experience of supporting or leading other adults		✓
Demonstrable experience of effective record keeping		✓
SKILLS/KNOWLEDGE/ABILITIES		
Ability to communicate effectively and appropriately with children and adults	✓	
Knowledge of how/when best to intervene in children's learning in order to help them progress	✓	
Patience and resilience	✓	
Team working experience and attitude	✓	
Ability to prioritise tasks and to set and meet deadlines	✓	
Passion for and commitment to the educational needs and the development of happy and competent children	✓	
Creativity; the ability to engage children both inside and outside of learning times	✓	
Ability to forge relationships based on mutual respect and understanding	✓	
Working knowledge of effective strategies for behaviour management for children within the Primary phase	✓	
Practical knowledge of a variety of conditions that <i>may</i> affect children's learning and development		✓
Ability to demonstrate knowledge and commitment to Equality and Diversity and how this has been applied in previous roles	✓	



THE LINDEN
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A knowledge and understanding of the requirements of Safeguarding Children and Vulnerable Adults in the education sector as applicable to this role	✓	
A knowledge and understanding of health and safety standards and best practice	✓	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.