



THE  
**GREETLAND**  
ACADEMY



**GREAT  
HEIGHTS**  
ACADEMY TRUST

*Achieving excellence together*

*Welcome to The Greetland Academy where we are currently looking to appoint a new Learning Support Assistant.*

*Great Heights Academy Trust strive to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all can achieve their full potential and all can reach GREAT heights.*



A broad & strong 2-18  
offer for West Yorkshire



THE  
**GREETLAND**  
ACADEMY

## Learning Support Assistant

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CANDIDATE INFORMATION PACK



## ► Welcome

Dear Colleague,

I am delighted that you are considering the position of Learning Support Assistant, at The Greetland Academy.

We are seeking to recruit an individual to work in our school who has the inspiration, drive and motivation to make a difference to the lives of young people. It is a unique moment in time to join the team as we continue our exciting journey with Great Heights Academy Trust.

It gives me great pleasure to introduce myself as the Principal of The Greetland Academy. I am very proud to be the Principal of such a fantastic school community in which everyone learns together in harmony. We believe that children deserve the best possible chances in life and that they learn best when there are strong links between home and school.

We are a friendly, caring school with high expectations for all our pupils. Our children are encouraged to explore, discover and question through a range of exciting learning opportunities both within and outside the classroom. The staff endeavour to provide a calm and stimulating environment where good behaviour and mutual respect is modelled by everyone and where everyone is valued.

The curriculum at Greetland is rich and inspiring and we offer a broad range of experiences and opportunities. In order to engage and enthuse our pupils, purposeful links are made across all areas of the curriculum. Pupil wellbeing is at the heart of everything we do: we aim to educate the whole child to enable them to be the best that they can be.

I look forward to receiving your application, best of luck to all.

Yours sincerely,

Mrs Helen Crowther

Executive Principal



## Overview of the Position for The Greetland Academy

We are seeking highly driven and talented individuals to join our thriving Multi-Academy Trust which is fully committed to making a difference to the life chances of our pupils. We are keen to hear from candidates who have a successful background in working with young people and who are capable of playing a major role in our evolving plan to deliver exceptional 2-18 provision for the pupils in our growing MAT.

We want to hear from individuals who have the qualities and drive to make the most of this unique moment in time. The successful applicants should have a strong track record of impact and share the Trust's vision. You will need to be an articulate and strong communicator with proven strengths in engaging, inspiring and motivating students and young people at all levels.

## About the Trust

The Trust currently comprises of seven primary schools; three in Calderdale (The Greetland Academy, West Vale Academy and Bowling Green Academy), one in Leeds (Raynville Academy) and three in Kirklees (Carlinghow Academy, Nields Academy and Marsden Junior School). We currently have two secondary schools (The Mirfield Free Grammar School and Colne Valley High School). We also have a Trust Head Office based at Riverside Mills in Elland.

To find out more about our Trust, please view our [Stakeholder Overview](#).

The successful candidates will join a highly collaborative network of leaders and managers. Each academy is different, reflecting the particular aspirations and leadership style of its Principal and local community needs.

*Great Heights Academy Trust is committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974: pre-employment checks will be carried out; references will be sought, and successful candidates will be subject to an enhanced DBS check, an online search, and other relevant checks with statutory bodies.*



## ► Our Trust Vision

Our Trust vision has school improvement at its heart that will benefit all children in Trust schools.

## ► We aim to

- ✓ Develop an effective partnership of schools that share a commitment to raising standards.
- ✓ Strengthen the partnership by valuing the uniqueness of each school and expecting all schools to contribute.
- ✓ Foster relationships based on mutual respect with a balance of autonomy and accountability.
- ✓ Share expertise – both best practice and best practitioners.
- ✓ Develop all teachers and leaders through effective professional development.
- ✓ This Trust vision drives both our School Improvement Strategy and our Strategy for Growth.

## ► Our Vision and Values Statement

*The Great Heights Academy Trust strives to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all achieve their full potential and all can reach GREAT heights.*

## Current Trust Academies and Designations

Our mantra across our partnerships embraces the following themes:

G

Great teaching and learning opportunities for all in the partnership

R

Real life opportunities to develop an understanding of the wider world

E

Enthuse a love of learning and mutual respect

A

Academic development to nurture potential for all

T

Thorough accountability

GHAT has access to a wide support network through our designations. These offer support to all of our schools.



**GREAT HEIGHTS**  
ACADEMY TRUST

*Achieving excellence together*



**BOWLING GREEN**  
ACADEMY



**CARLINGHOW**  
ACADEMY



**COLNE VALLEY**  
HIGH SCHOOL



**MARSDEN**  
JUNIOR SCHOOL



**NIELDS**  
ACADEMY



**RAYNVILLE**  
ACADEMY



**THE GREETLAND**  
ACADEMY



**THE MIRFIELD**  
FREE GRAMMAR



**WEST VALE**  
ACADEMY

**English Hubs**

Teamworks English Hub  
@ The Greetland Academy



**Great Heights**  
Research School  
West Yorkshire

Supported by the Education Endowment Foundation



**AA Teamworks**  
WEST YORKSHIRE SCITT



## JOB DESCRIPTION

<b>Position:</b>	Learning Support Assistant (working with statemented child)
<b>Department:</b>	The Greetland Academy
<b>Pay Range:</b>	Scale Point 4
<b>Responsible to:</b>	Principal Deputy Principal Teacher Inclusion Manager

### Statutory Requirements

- It is aligned to the [Local Government Terms and Conditions](#), set out in the statutory guidance.

### Membership of the Trust

- To be an ambassador for the developing MAT, ensuring both internal and external colleagues are aware of the vision, culture, and ethos within the trust.
- To contribute to the delivery of the MAT school improvement offer and subsequent gains of being in Great Heights Academy Trust.
- To ensure all trust systems, processes and procedures are adhered to as requested from the Trust post holders.

### Main Duties and Responsibilities

#### Supporting the Pupil:

To draw on knowledge of various forms of special needs to develop an understanding of the specific needs of the children concerned.

Consider the special needs involved, and following the I.E.P. and class teacher's planning, to aid the child/ren to learn as effectively as possible both in group situations and individually

To establish a supportive relationship with the child/ren concerned.

To encourage acceptance and integration of the child with special needs.

To promote/reinforce children's independence and self-esteem, helping with communication.

Provide personal care to assist toileting, including changing and other self-care skills.

#### Supporting the Teacher:

To assist with the class teacher, and other professionals as appropriate, in the development of a suitable programme of support for the child/ren with special needs.

In conjunction with the class teacher, and /or other professionals, to develop a system of recording a child's progress.

To contribute to the maintenance of child/ren's progress records.

To participate in the evaluation of the support programme.

To provide regular feedback about the child to the teacher.

To support with classroom cover.



To support with leading on interventions

To be an active part of the classroom team working alongside the teacher and with a range of children as required.

**Supporting the School:**

Where appropriate, to develop a relationship to foster links between home and school.

To liaise, advise and consult with other members of the support team involved with the child, including external agencies, when asked to do so.

To contribute to reviews of the pupil's progress.

To attend relevant in-service training.

To be aware of school procedures and policies.

To support with lunchtime duties

**General:**

To uphold the Nolan Principles of public life.

To support the Trust climate for learning and a culture of achievement and high expectation.

To act as a positive role model to staff, maintaining high professional standards and high levels of care for pupils.

To fully participate in CPD and appraisal activities.

This job description is not intended to be comprehensive, and the job holder may be asked to perform other duties commensurate with the post as directed, to meet the needs of the Trust.

**Safeguarding**

As part of your wider duties and responsibilities you are required to promote and actively support the Trust's responsibilities and policies towards safeguarding and promoting the welfare of children, young people and vulnerable adults. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn't just about the very old and the very young, it is about everyone who may be vulnerable.

**Notes:**

The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.



**Person Specification:** Learning Support Assistant**Key to identification:** A = Application I = Interview R = Reference

<b>Qualifications/Training</b>	<b>Essential</b>	<b>Desirable</b>	<b>A/I/R</b>
Minimum of a grade C (level 4 equivalent) in GCSE English and Maths	✓		A/I
Willingness to attend appropriate training	✓		A/I
Is willing to further develop knowledge and understanding of children with special needs.	✓		A/I
Recent safeguarding training		✓	A/I
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>A/I/R</b>
Has an understanding of children with special needs.	✓		A/I/R
Previously worked with children with special needs.		✓	A/I/R
Has experience of working with pupils with specific learning difficulties, including visual impairment and supporting language and communication.		✓	A/I/R
Has worked on a child's programme of learning set by a class teacher.		✓	A/I/R
<b>Knowledge and understanding</b>	<b>Essential</b>	<b>Desirable</b>	<b>A/I/R</b>
Understands children with special needs in mainstream education.	✓		A/I/R
Has the confidence, adaptability, and willingness to work as a member of the class/school team.	✓		A/I/R
Can communicate appropriately with parents.	✓		A/I/R
Has the patience and understanding to motivate children with special needs.	✓		A/I/R
Displays a warm and caring respect for children as individuals.	✓		A/I/R
Understanding of relevant policies/code of practice and awareness of relevant legislation	✓		A/I/R
General understanding of the curriculum and other learning programmes.	✓		A/I/R
<b>Initiative and Circumstances</b>	<b>Essential</b>	<b>Desirable</b>	<b>A/I/R</b>
Ability to adapt to ever changing circumstances.	✓		A/I/R
Available to attend IEPs etc when requested		✓	A/I/R
Displays enthusiasm and can make good relationships with staff and children.	✓		A/I/R
Willingness to cover staff illness when necessary to maintain continuity of care.		✓	A/I/R
Willingness to provide intimate care for child.		✓	A/I/R
Willing to work within organisational procedures, processes and to meet required standards for the role.	✓		A/I/R
Good oral and written communication skills.	✓		A/I/R
Be resilient and demonstrates ability to work well under pressure.	✓		A/I/R

## ► Reasons to work at The Greetland Academy / Great Heights Academy Trust



### A fantastic team

A highly skilled, loyal and supportive team of staff and senior leaders.



### Professional development

Bespoke professional development to ensure that you as an employee, 'reach great heights'.



### Career Opportunities

Career opportunities across the MAT.



### Cycle to work scheme

Tax free cycle scheme.



### Holiday package

The Trust provides staff with a generous holiday entitlement.



### Pension scheme

Contributory pension through West Yorkshire Pension Fund/Teachers' Pensions.

