



**LEARNING**  
ACADEMIES TRUST

**SEND TEACHING  
ASSISTANT  
RECRUITMENT PACK**  
**MAYFLOWER COMMUNITY ACADEMY**

**BELIEVE YOU CAN, TOGETHER WE WILL**

 [www.learningat.uk](http://www.learningat.uk)  01752 914160  [hr@learningat.uk](mailto:hr@learningat.uk)

## About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust's mission is:

**Together we will...** work with our children, families, and communities to provide exceptional learning opportunities for all our children

All of our schools are committed to the following values:

**Aspiration   Excellence   Collaboration   Inclusivity   Kindness   Respect**



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5000 children and employs over 900 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website [www.learningat.uk](http://www.learningat.uk)

## A message from our Chair of the Trust Board...

Thank you for your interest in joining Learning Academies Trust. Whether you are at the beginning of your career or bringing years of experience, we are delighted that you are considering becoming part of our community.



At Learning Academies Trust we are committed to providing outstanding education that prioritises our children's needs. Our Trust is proudly made up of 18 primary schools, each united by a shared belief in the power of education to transform lives. Central to our mission is a deep and enduring commitment to improving the life chances of disadvantaged children, and this shapes our strategic decisions and every aspect of our culture. We know that when a child is given the right support, challenge and care, there is no limit to what they can achieve—and every member of staff plays a vital role in making this a reality.

Our values— **Collaboration, inclusivity, kindness, and respect**—are at the heart of who we are. They guide how we work with one another, how we engage with our children, families, and communities, and how we face challenges and opportunities together. These values are grounded in our shared sense of **purpose, ambition, and care**, driving us to strive for excellence while nurturing a culture where every individual is seen, heard, and supported.

As a Trust, we believe in investing in our people. When you join us, you join a team that celebrates professional growth, encourages innovation, and places strong relationships at the centre of its work. We want every colleague to feel valued and empowered to make a meaningful difference.

If you share our ambition and feel inspired by our mission, we look forward to welcoming you. Together, we can continue to create exceptional schools where all children—and all staff—can thrive.

Mrs Debbie Taylor

## A message from our CEO...

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools, we have high expectations to deliver the very best for our children.



If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed @learningatceo.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk [hr@learningat.uk](mailto:hr@learningat.uk)

Mr Simon Spry

## About Mayflower Community Academy

Executive Headteacher: Mr David Sammels

Location: 41 Ham Drive, Ham, Plymouth PL2 2NJ

Approximate number of students: 440

Approximate number of staff: 80



### Message from the Headteacher

We are delighted to welcome you to our forward-thinking school. Our staff are committed in their role of creating the most inspirational opportunities for our pupils and their families. Each school role plays an important part in supporting our wider team to do just that. Mayflower routes itself in informed educational practice and plays a pivotal role in both local and national research and development. We pride ourselves on developing leaders who strive to develop the talents and interests of our community. We look forward to meeting new members who can take us even deeper into this work. We welcome your application. Together we can...

David Sammels, Executive Headteacher

### Teaching Assistant (SEND) Job Description

<b>Location</b>	Mayflower Community Academy
<b>Grade</b>	Grade C
<b>Terms of contract</b>	Temporary until 31.08.26 - or sooner as linked to funding.
<b>Salary FTE</b>	£25,583-£26,403
<b>Actual annual salary</b>	£14,861-£15,337
<b>Hours</b>	25 hours per week
<b>Closing date</b>	13 <sup>th</sup> February 26
<b>Proposed Interview date</b>	TBC
<b>Anticipated Start date</b>	Asap

### Job Summary

Work under the direction of the SENDCO to provide high quality, bespoke provision for pupils with SEND. Support the social and emotional needs of pupils alongside the learning needs. Promote inclusion across the school and work alongside staff to upskill and support inclusive practice in the classroom. Promoting and embedding the school's ethos and values

in everyday activities. Work may be conducted in the classroom, outside the classroom, outside or on occasion off site at other bespoke provision.

### **Key Roles and Responsibilities**

- Support pupils with SEND across the school at the direction of the SENDCO to engage in their learning.
- Under the direction of appropriate professionals and after adequate training, assist in meeting particular pupils' needs.
- Working 1:1 and with groups with SEND child(ren) to support their development and emotional needs
- Deliver planned teaching and learning activities and adjust the learning as required to support the needs of the pupils.
- Supervise and assist individual / small groups of pupils in activities set by teachers.
- Deliver intervention programmes where necessary.
- Create and develop resources required for individuals under the direction of the SENDCO and other professionals.
- Assisting with school displays celebrating pupils' work.
- Create strategies, with guidance from the teacher, to support and encourage pupils to achieve their learning goals.
- Attend reviews and meetings at the direction of the SENDCO.
- Establish positive relationships with parents/carers and where appropriate participate in meetings with parents/carers alongside the teacher/SENDCO.
- Monitoring and record pupils' attainment and report pupils' progress and achievements to the teacher.
- Provide feedback to pupils under the guidance of the teacher.
- Support the learning and pastoral needs of children with additional needs.
- Promote good behaviour and support the building of positive relationships between pupils, promoting inclusion and acceptance of all pupils.
- Deal promptly with conflicts and incidents in line with the school's policy and encouraging pupils to take responsibility for their own behaviour.
- Provide administrative support to the teacher.
- Ensure all equipment and resources are available to meet the lesson objectives, support pupils with the use of the equipment/resources.
- Accompany the teacher and pupils on all out of school activities as required.
- Comply with and support the schools' policies and procedures relating to Safeguarding, GDPR, Health and Safety, school security and report any concerns to the appropriate person.

### **Additional Information**

- The post holder is required to uphold and promote the school's policy on Data Protection and GDPR, to be mindful of their responsibilities under the act/s in processing personal data and of the implications of unauthorised disclosure.
- As part of the wider duties and responsibilities, the post holder is expected to promote and actively support the Trust's responsibilities towards safeguarding.

- This post is subject to an Enhanced Disclosure and Barring Service Check for Regulated activity.

## Person Specification

<b>Job Title</b>	Teaching Assistant (SEND)
<b>Location</b>	Mayflower Community Academy
<b>Grade</b>	Grade C

Attributes	Essential	Desirable
<b>Education/ Qualifications</b>	<p>NVQ2 or equivalent qualification in relevant discipline</p> <p>Able to evidence a willingness to take part in professional development opportunities</p> <p>ELSA/Thrive training</p> <p>A minimum of Grade C in GCSE Maths and English or equivalent qualification</p>	<p>Achieved or training for an NVQ 3 or equivalent qualification in relevant discipline</p> <p>Specific training linked to SEND</p>
<b>Experience</b>	<p>A minimum of a year's experience in a primary school</p> <p>Experience in a school with high numbers of children with additional needs e.g. SEND, EAL, pupil premium children</p> <p>Experience of working with pupils with SEND</p> <p>A positive approach to behaviour management</p>	<p>Recent experience of supporting individuals, groups and whole class settings</p> <p>Experience across EYFS, KS1, KS2</p> <p>Experience of THRIVE or similar therapeutic programmes</p>
<b>Skills/Knowledge/ Aptitude/</b>	<p>Able to provide evidence of having a positive impact on the learning outcomes of the children</p>	<p>Understanding of the use of ICT in a classroom setting</p> <p>Sense of humour</p>

	<p>Ability to have a positive impact on the pastoral support of children; clear awareness of how to respond to safeguarding issues</p> <p>Ability to encourage positive and appropriate behaviour from children with additional needs</p> <p>Good emotional intelligence: ability to communicate effectively with colleagues and show empathy towards pupils</p> <p>Have excellent written and verbal communication skills.</p> <p>Be able to create and maintain effective partnerships with staff, parents, carers, children and the wider school community.</p>	<p>Ability to support the class teacher / SENDCO in communicating with parents</p> <p>Experience of working with other professionals</p> <p>Knowledge of Read Write Inc or similar phonics programmes</p>
<b>Motivation</b>	<p>Evidence of an ongoing positive and enthusiastic approach to motivating the children and to supporting colleagues</p> <p>Be a good team player</p> <p>Ability to use initiative and able to prioritise work</p>	<p>Willingness to lead or support extra-curricular activities</p>
<b>Physical</b>	<p>Ability to work across the school and carry out the duties of a teaching assistant</p>	<p>Ability and willingness to sit on the floor with children where this will support their behaviour or learning</p>

## Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

## Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership

## How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please click the link to submit your application form. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date.



Please note, the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Learning Academies Trust reserves the right to close the vacancy early if a suitable candidate is found.

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please join our talent pool and we will be in touch as soon as we have a suitable position.