



Job Title	Learning Support Assistant – Autism Provision
Grade/Salary	Scale 2&3 points 4-6 depending on experience Actual Salary £10,687 - £11,019 per annum Including Outer Fringe Allowance
Hours	18 Hours 15 mins per week. Term Time Only (38 weeks) 3 days per week 8.20am to 3.15pm Days to be confirmed
Date Required	Immediate
Closing Date	31st August @ Midnight
Interview Date	Immediately on receipt of suitable applications
Reporting To	SEND Manager

Details

An exciting opportunity has arisen for an experienced LSA to join our Autism Provision. You will be part of a team of professionals who will be working to develop a Centre of Excellence for Autism provision.

You will be working with students who have a diagnosis of Autism and your role will include small group teaching, particularly with a focus on Maths and Science, whilst also helping students to access the mainstream curriculum where appropriate.

Qualifications and/or experience of autism approaches and working with children with ASC is desirable. You should also be willing to undertake additional training and qualifications in the field of Autism.

The successful candidate must be able to demonstrate:

- Patient
- Calm
- Confident in working with children who may be highly anxious
- Imaginative
- Hardworking
- Flexible
- Happy working as part of a dedicated team

We encourage visits from prospective candidates to meet members of our school community and to experience our school at first hand. If you would like to do this, please contact Naz Choudhury, HR Assistant on 01268 627844 or via email to recruitment@bromfords.essex.sch.uk

Job Purpose

To assist in the support and inclusion of students with an Autistic Spectrum Condition (ASC) within the hub and in mainstream classroom.

Principal Responsibilities

- To develop an understanding of the specific needs of students with ASC





- To support students with SEN who have a primary diagnosis of Autism to access the school curriculum and the wider opportunities it provides
- To build excellent relationships with students and work with teachers and all staff to meet their individual needs
- To promote inclusion within the autism provision and wider school
- To contribute to ongoing student assessment and maintain relevant data so it is kept up to date
- To develop and maintain excellent relationships with parents and carers to ensure that students are fully supported and able to enjoy and achieve outstanding outcomes
- To support teaching staff in planning strategies to support students and complete programmes
- To help children learn as effectively as possible in class, small groups and individually using some of the following methods:
 - Questioning students to check understanding of the teacher's instruction
 - Checking that the students are able to use the equipment and materials provided
 - Assisting in areas where the students' needs the greatest support e.g., language, reading, writing, behaviour and social skills
 - Helping to keep the students on task
 - Encouraging the students to attain independence in their work
 - Liaising with subject teachers about the best way to achieve the learning intentions
 - To express concerns to the subject teacher where the work may prevent inclusion
- To assist the delivery of suitable programmes of support with Autism Provision
- To keep daily records of students and feedback to the ASC Provision Manager/Asst.SENCO
- To work as a member of the team
- To assist in the planning and implementation of individual programmes
- To help maintain an atmosphere in which vulnerable students can develop self-confidence and are able to maximise their potential
- To attend relevant in-service training
- To be aware of school procedures regarding policies and practice
- To be aware of the need for confidentiality, whilst complying with the School's Safeguarding policy to ensure the welfare of the children and young persons
- To cover break / lunch time duties as agreed within the contract

General

- Be aware of and comply with policies and procedures relating to child protection, equal opportunities, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop
- Participate in training and other learning activities as required
- To respect confidentiality at all times
- To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager
- At all times carry out duties with due regard to the school's safeguarding and Health and Safety policies
- To work within and encourage the school's Equal Opportunity policy and contribute to diversity policies

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment





The duties above are neither exclusive nor exhaustive and the postholder may be required by the Headteacher, Admin Team Leader or School Business Manager to carry out appropriate duties within the context of the job, skills and grade.

About the School

Our school is a strong, caring community with an ethos based on our three core values; supporting to students to achieve; providing opportunities for enrichment in order to extend students' education within and beyond the classroom; preparing students for the wider world and life beyond school with key life skills and learning relevant to their life, both in the present and in the future. We have high expectations of all members of our school community, with aspirations for everyone to be the best they can be, in all that they do. Visitors to the school regularly comment on the calm and welcoming environment; we very much look forward to welcoming your child to our school.

Our OFSTED inspection in October 2024 validated the impact of the significant work that has taken place to develop the character and culture of the school. Inspectors commented that students articulated that they felt happy, safe and that diversity is valued. It was noted that "pupils, staff and parents and carers agree that this school has improved since the previous inspection" and this is further evidenced through the Parent View responses, with 83% of responses recommending the school, an increase from 46% just under two years ago.

There is further evidence to support the impact of these positive changes including Local Authority reviews and student and parent voice, alongside a significant reduction in the number of fixed term suspensions. Attendance has also improved with data in line with the national figures for 2023-24 and a marked reduction in persistent absenteeism. Teaching & learning across the school has shown increased consistency following the introduction of the Teaching and Learning toolkit but there is further work to be done around assessment for learning and adaptive teaching to ensure that students make more progress than is currently the case.

We are delighted that given the rapid improvements made, the inspection team have full confidence in the school having the capacity to improve further the effectiveness of teaching that pupils experience.

Early Career Teachers undertake a fully inclusive and supportive induction programme and are mentored continually throughout their term of training to ensure guidance is on hand at all times. This is complemented by the robust two-year Early Career Framework programme.

Our Governing body is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share in this commitment. The successful applicant will be offered a position subject to full pre-employment checks including an enhanced DBS clearance, satisfactory medical checks and two satisfactory references.

About the Trust

We are a successful Multi Academy Trust based in the South-East of Essex and currently manage four local secondary schools. Each school within our Trust is a place where we believe in the power of education to transform lives.

Our philosophy is centred around the belief that schools can achieve better educational outcomes for students by working together as a collective entity. The Compass Trust is founded on the principles of collaboration, innovation, and inclusivity, with the aim of providing a supportive and nurturing environment that enables schools to flourish and students to succeed.

Additional Benefits

As a valued member of our team, you will be entitled to the following benefits (****Subject to eligibility criteria***)



- Employer Pension Contribution
 - Access to the "Cycle to Work" scheme
 - Eye test vouchers in partnership with Specsavers
 - Access to our Employee Assistance Programme (includes confidential counselling and online discounts)
 - Virtual GP Access - including minors 16 and under
 - Annual onsite flu vaccination programme
 - Free tea and coffee provided daily and cake on Fridays
 - Discounted Tastecard subscription
 - A Wellbeing week every half term (this includes no afterschool meetings)
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How to apply

When applying for this position, please use The Bromfords School application form, which can be found on our school website under Vacancies, or click here - <https://www.bromfords.essex.sch.uk/recruitment-documents/>

Please note, we reserve the right to close this vacancy early, call applicants to interview, and appoint, prior to the closing date

If you have any questions, please do not hesitate to contact Naz Choudhury, HR Assistant by email to recruitment@bromfords.essex.sch.uk

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We look forward to hearing from you



Category	Essential	Desirable
Application	- A well completed application form - Supportive reference/s	
Qualifications	Level 2 (or equivalent) in English and Maths minimum C grade	- Level 3 in learning support or other equivalent qualification - Evidence of further education beyond Level 2
Experience	- Successful recent experience working with secondary age children - Working effectively as part of a team	
Professional Development	- Commitment to undergo further and relevant training including attending ASC specific courses and First Aid. - Willingness to train in a specific subject area. - Understanding of the issues around working with students with Special Educational Needs, especially students with autism and complex needs and strategies to support them. - Understanding how the difficulties related to autism impact on children's learning , communication and social relationships - Some understanding of current educational issues, especially those related to SEN, and of the challenges and possibilities associated with inclusion within an urban environment - Understanding of the issues around working with students on the high functioning end of the autistic spectrum - Understanding of delivering personal programmes for students and how to contribute to their ongoing assessment	
Skills	- Knowledge of relevant codes of practice and school policies - Good standards of ICT to support learning - Evidence of recent and appropriate professional training	- One day first aid certificate - To have experience of working with students with Autism

		• Experience of working with young people who have emotional, behavioural, social and learning difficulties
Special Knowledge	• Ability to demonstrate enthusiasm and sensitivity whilst working with others • Caring attitude towards students and parents • A good health and attendance record • Emotional stability, can cope with pressure and use humour to good effect	• Ambition to progress further in due course • Flexibility and adaptability in order to be able to mix and work with a wide range of people • Ability to initiate and manage change with successful outcomes
Personal Attributes	• Ability to demonstrate enthusiasm, respect and sensitivity whilst working with all members of the school community • Caring and patient attitude towards students, staff and parents • A good health, attendance and punctuality record • Evidence of being able to build and sustain effective working relationships with students, staff, governors, parents/carers and the wider community	• Good physical and mental endurance • Flexibility and adaptability in order to be able to mix and work with a wide range of people • Interests beyond school

