

BEST PUBLIC SCHOOL 2026

TATLER



RECRUITMENT INFORMATION PACK

LEARNING SUPPORT ASSISTANT (P/T)

Location: Holt, North Norfolk, UK/

Contract: Part time – 34 hours per week / Term-Time + INSET

Required for: September 2026

Gresham's School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.



GRESHAM'S
ESTD 1555



**A MESSAGE FROM
DOUGLAS ROBB,
HEADMASTER**

I am delighted that you are considering Gresham's as an employer and hope that you will want to apply for this position once you have found out a little more about us.

Gresham's is an independent co-educational boarding school based in the beautiful Georgian town of Holt, in North Norfolk. The School occupies a large campus across three sites: Nursery and Pre-Preparatory, Preparatory and Senior Schools, with approximately 900+ pupils ranging from 2 years to 18 years. We currently employ almost 400 staff in positions such as teaching and pastoral care, finance, information technology, administration, site services and maintenance, and catering.

We take great pride in our reputation and recognise that this is built on the commitment and skills of our staff. The success of the School and the well-being of staff and its pupils depends very largely on co-operation, trust and respect between us.

We recognise that much time and thought goes into preparing an application, and we in turn, will give your application serious consideration, should you decide to apply.

For those of you who may not be familiar with the outstanding beauty of the North Norfolk Coast, I have a link below which I hope you will find useful:

visitnorthnorfolk.com

With best wishes,


DOUGLAS ROBB

J O B D E S C R I P T I O N A N D P E R S O N S P E C I F I C A T I O N

The Job Description contains the main details of the tasks and responsibilities of the post.

The Person Specification lists the criteria that applicants are required to demonstrate in order to be successful in undertaking the role. These are listed in terms of qualifications, personal qualities and professional experience and skills, and will be used in the shortlisting process and to form the basis for questions asked at interview.

L E A R N I N G S U P P O R T A S S I S T A N T

Reporting to: Head of Learning Support (Senior School)

J O B O V E R V I E W

This role involves providing 1:1 in class support, mobility support around school and support for prep/supervised study mainly for pupils in year 9 and year 10. The successful candidate will be expected to work extremely closely with teachers, the Head of Learning Support, the LS Team and outside professionals to help the pupils overcome barriers to learning. Ideally the Candidate will be able to work full-time hours some days and mornings only on other days. The ability to work on Saturday mornings would be an advantage.

T A S K S A N D D U T I E S

I n c l a s s s u p p o r t

- Support individual pupils in class to aid focus and promote access to the full curriculum
- Develop independent skills
- Assist the teacher to support pupils with SEND. Actively promote positive behaviour
- Support pupils with organisation

S u p p o r t f o r p u p i l s o u t s i d e o f c l a s s

- Promote positive behaviour management in line with the school's ethos
- Help with organisation of prep and resources
- Support SEND pupils in completing prep and preparing for tests and exams
- Support with extra-curricular activities as required

S u p p o r t f o r t e a c h e r s

- Assist with record keeping systems and processes
- Support basic administrative duties such as photocopying, filing etc
- Support with LS Dept paperwork such as IEPs

S u p p o r t f o r t h e S c h o o l

- Liaise with Head of Learning Support
- Liaise with parents
- Undertake duties and activities that fall within the scope of the post, as directed by the Head of Learning Support
- Assist on school visits and outings as necessary
- Help prepare for and if necessary, attend Parents' Evenings
- Participate in training and attend INSET days
- Help to prepare documentation and attend EHCP reviews

S a f e g u a r d i n g

The position involves extensive work with young people on a 1:1 basis in a support role at Gresham's and is a regulated activity.

The role therefore requires the successful candidate to

- Read and understand the current Keeping Children Safe in Education (KCSIE) guidance, alongside the School's Safeguarding and Child Protection and demonstrate a commitment to implementing these fully, both in and out of the workplace
- Attending all Safeguarding training.
- Demonstrate a commitment to ensuring Gresham's is a safe environment through a sensitive and vigilant approach to working with young people, and to reporting all concerns.

P E R S O N S P E C I F I C A T I O N

QUALIFICATIONS	ESSENTIAL	DESIRABLE
NVQ Level 3 qualification, able to meet HLTA standards or equivalent qualification or experience	✓	
WORK EXPERIENCE, PERSONAL COMPETENCIES AND SKILLS	ESSENTIAL	DESIRABLE
Experience of working with children/young people of relevant age	✓	
Experience of working with children/young people with SEND	✓	
Experience of independent school education		✓
Passionate about working with children/young people	✓	
Understanding of principles of child development and barriers to learning		✓
Enjoys the company of children/young people		✓
Committed to promoting and safeguarding the welfare of children		✓
Have a warm and encouraging personality	✓	
Excellent verbal communication skills	✓	
Professional appearance and manner	✓	
Ability to inspire pupils	✓	
Patient	✓	
Team player	✓	
Ability to maintain confidentiality	✓	
Sense of humour	✓	
Awareness of health and safety requirements	✓	
An ability to communicate effectively with pupils, parents and staff	✓	
Physically, emotionally, resilient and grounded	✓	
Demonstrate good organisation skills	✓	
Possess strong ICT skills	✓	
Supports Gresham's culture and ethos	✓	

REMUNERATION AND OTHER BENEFITS

WORKING HOURS

34 hours per week across 33 weeks of term-time plus INSET

Hours of work will be a mixture of full days and half days across the academic week, which will be discussed at interview

SALARY

Total paid hours 1296 (inclusive of 140 hours of paid statutory holiday)

£16,472.16 per annum

- Gresham's School's Contributory Pension Scheme (after completion of three months' service)
- Private Medical Scheme (contributory)
- Free lunch when on duty
- Free on-site car parking
- Life Assurance
- Free use of swimming pool, gym and other sports facilities (specified times)

P E R S O N A L D E T A I L S

ELIGIBILITY TO WORK

When you apply for any of our school vacancies, it is important that you are aware of your eligibility status and can meet the criteria set, for you to legally work in the UK. Appointment will be subject to verification of the appointee's valid Right to Work (RTW) in the UK documentation.

For more information, visit the <https://www.gov.uk/legal-right-work-uk>

EQUALITY & DIVERSITY MONITORING

In order that we can continue to develop and meet our obligations under the Equality Act you will complete this form as part of the application process via MyNewTerm. The information within this form will be used purely for monitoring the effectiveness of the School's Equal Opportunities Policy Statement and will not be used during the selection process or seen by those responsible for shortlisting and interviewing. A copy of the School's Equal Opportunities Policy Statement is available on request.

RETENTION OF RECORDS

The application forms of unsuccessful candidates will be held confidentially in the HR Department and destroyed after three months.

All documents resulting from the interview process will be retained on file by the HR Department and destroyed after six months. (Privacy Policy is available on our website: www.greshams.com.)

DISCLOSURE AND BARRING SERVICE

Gresham's aims to promote equality of opportunity for all and therefore welcomes applications from a diverse range of candidates. Criminal records will be considered for recruitment purposes only where the conviction is relevant.

As the School meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, your offer of employment will be subject to an enhanced disclosure from the Disclosure and Barring Service (DBS) before the appointment is confirmed.

INTERVIEW PROCESS

If you are invited to attend an interview you will be required to complete a *Suitability to Work With Children Declaration Form* prior to interview and provide evidence of your identity on the day of your interview, from the following examples:

- A UK Birth certificate
- Passport and/or UK driving licence (including a photo-card);
- UK firearms licence;
- Evidence of your Right to Work status

- a utility bill or bank/building society statement showing your name and home address (less than three months old);
- Documentation confirming your National Insurance Number (P45, P60 or National Insurance Card);
- Original documents of educational and professional qualifications referred to in your application form.

If you have changed your name by deed poll or any other mechanism (e.g. marriage, adoption, and statutory declaration), you will be required to provide documentary evidence of the change.

For Teaching Posts: You will be contacted prior to your interview with the details of at least one teaching lesson that you will be expected to take. The interview process will involve a number of interviews with different members of staff and a tour of the School and/or department.

Support Posts: As well as a face to face interview, the selection process may include some other form of assessment e.g. administrative test, demonstration of practical skill, a presentation, etc.

Please note: Should you be successful following interview, you will be asked to provide documentation to assist in the processing of an Enhanced Disclosure (DBS). If you are on the DBS Update Service, you will be required to bring along the certificate that relates to this subscription.

Details of Online Profile: Keeping Children Safe in Education (KCSIE) asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability. All candidates are therefore required to provide the following information as part of your application:

- the social media platforms on which you have accounts;
- the account names/handles for all of your social media accounts, including any under a nickname or pseudonym;
- any websites you are involved with, in or featured on or named on; and
- any other publicly available online information about you of which the School should be made aware.

If you are shortlisted for the role, we may carry out an online search based on the information you provide within the application form. If we carry out a search, we will also search more widely for any other online information about you.

You are **not** required to provide account passwords or to grant the School access to private social media accounts.

If you are not shortlisted for the role, online searches will not be carried out on you.

CONDITIONAL OFFER OF APPOINTMENT

Any offer to a successful candidate will be conditional upon the following:

- Valid Right to Work documentation in place
- Receipt of a minimum of two satisfactory references

- Verification of identity and qualifications
- A satisfactory DBS (Disclosure and Barring Service) disclosure
- Verification of professional status such as Qualified Teacher Status (QTS), where required, verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance
- Verification of medical fitness. Completion of a medical declaration and satisfactory medical examination in certain circumstances
- Completion of Online Safeguarding Training (details of the provider will be sent by HR)

S A F E G U A R D I N G

All adults working at Gresham's have a responsibility to safeguard and promote the welfare, both physical and emotional, of every pupil, both inside and outside the School. This involves ensuring that pupils are protected from significant harm and having a positive commitment to ensure the satisfactory development and growth of the individual.

Everyone working in the School must be aware of, understand, and follow the School's Safeguarding and Child Protection Policy, which follows Norfolk Safeguarding Children's Partnership (NSCP) practice and procedures, and Keeping Children Safe in Education 2025 statutory guidance. All staff are required to be trained in Safeguarding and Child Protection as part of their terms and conditions of employment, and this is carried out online before employment commences.

I M P O R T A N T

Where information on a candidate is found;

- To be on the DBS Children's Barred List,
- To be on the Protection of Children Act List
- Their DBS disclosure shows they have been disqualified from working with children by a court
- They have been found to have provided false information in their application or in support of their application or are the subject of serious expressions of concerns as to their suitability to work with children

The facts will be reported to the Police and/or the DfES Children's Safeguarding Operation Unit.

Q U E R I E S

If you have any queries at all about your application or the recruitment process, please contact the HR Department on 01263 714623 or email hr@greshams.com.

HOW TO APPLY

LEARNING SUPPORT ASSISTANT

If you would like to apply for the position of part-time Learning Support Assistant, you will need to complete an application form via our [website](#). Completing the application form is the first stage of the selection process. The information you provide will be used to decide whether or not you will be shortlisted for further stages/an interview. It is therefore very important that you complete your application form accurately and as fully as possible, including all the information you think is relevant.

COMPLETING YOUR APPLICATION FORM

- Please read through all information provided before completing your application form
- We require information about all applicants to be presented in a consistent format
- Complete all sections; do not leave any blanks enter N/A if not applicable and provide as much information as possible
- Continue on a separate sheet if you require more space to complete any section

GUIDANCE FOR THE COMPLETION OF THE SECTION 'SUPPORTING STATEMENT'

This is an important section of the application form as it gives you the opportunity to tell us specifically why you think you should be considered for the job, showing how well your skills, abilities and experience meet our requirements. Please provide clear examples when outlining all your experiences whether relevant or not.

For teaching staff, it is important that you use this section of the application form to also outline how your interests, skills and qualifications may contribute to extra-curricular activities at Gresham's.

REFERENCES

All offers of employment are subject to the receipt of a minimum of two satisfactory references. One of your references must be from your current or most recent employer. If your current/most recent employment does/did not involve working with children, then the second referee should be from the employer with whom you most recently worked with children (this applies to teaching posts). **Neither referee should be a relative or someone known to you solely as a friend.**

Please note: Shortlisted applicants for all posts (academic and support) are advised that references will be taken up prior to interview, unless you ask us not to, we will assume it is acceptable to contact your referees at any time.

SUBMISSION OF APPLICATIONS

All application forms should be submitted through our website vacancies page following the job link to MyNewTerm.

HOW TO APPLY (continued) LEARNING SUPPORT ASSISTANT

The recruitment team can be contacted via applications@greshams.com or hr@greshams.com or by calling 01263 714623 / 714589.

Please submit your application by the **closing date of 14th May 2026**. If your application is submitted after this time, we will not be able to accept it.

Interviews date to be confirmed

Required for September 2026

Please note: We reserve the right to interview and appoint during the period up to and including the closing date.

Please be aware that if you have not heard from us within 21 days of the closing date, unfortunately, your application has been unsuccessful. Due to the overwhelming response we receive to our vacancies, we provide feedback only to those applicants who are interviewed.



Gresham's School, Cromer Road, Holt, Norfolk, NR25 6EA

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www.greshams.com

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