



ATHENA
LEARNING TRUST

Lead ARB LSA

Applicant Pack

Closing date:

22nd June 2026

Interview date:

To Be Confirmed



Join Athena - Inspiring World-Class Education Together!

At Athena, we are a passionate and forward-looking educational organisation committed to providing world-class education and helping individuals **lead great lives**. Our core values of "**dream big, take responsibility, and be kind**" guide our mission to create a supportive and inclusive learning environment where everyone can excel and grow.

Job Title:	Lead ARB LSA
School Base:	Launceston College
Closing Date:	22/06/2026
Interview Date:	TBC
Vacancy Start Date:	TBC
Contract Type:	Permanent
Salary:	£13.45 - £13.97 ph



Launceston College
Part of the Athena Learning Trust

Being an Athenian

At Athena, we believe in the power of education to transform lives and shape a brighter future. We are dedicated to fostering a strong sense of community, where students, educators, and parents collaborate to achieve academic excellence and personal growth. Our commitment to "**dream big, take responsibility, and be kind**" underpins everything we do, inspiring our students to aim high, take ownership of their learning, and treat each other with respect and compassion.

We are inspired by wisdom, creativity and learning. Determined to create a world where all children get to go to great schools, our mission is to provide the knowledge and education to bring opportunities, choices and freedom.

If you want to be part of an inspirational team of big thinkers who will support you to develop your full potential and value your knowledge, passion, wellbeing and commitment, it sounds like you could be on your way to joining us and becoming an Athenian.



What makes Athena different

Our Commitment to you

We recognise that all of our people have a role to play in ensuring our students have access to world-class education and so each one is valued. We are committed to creating an inclusive and supportive work environment that promotes both personal and professional growth. We put staff wellbeing first and here are some of the benefits and perks you can enjoy as a member of our team:

Impact: positive outcomes for our students

Leaders: we see everyone as a school leader

Wellbeing: ensuring your time off is for you

Generous pension: the local government pension scheme

Employee Wellbeing Initiatives: support your physical, mental, and emotional health

Benefits: Enjoy access to various discounts, benefits, and rewards to enhance your lifestyle.

Join us on this journey to inspire greatness in ourselves and others. Together, we can create a brighter future and make a lasting difference in the lives of our students and the communities we serve.

People

passionate about making a difference in the lives of each other and our students

Development

investing in our employee's growth and development

No burn out

cut low-impact workload and champion staff wellbeing

Support

valuing our employee time and impact by investing it well and providing wrap around support

Flexibility

flexible working to promote work-life balance where possible



Role Summary

As the Lead ARB Learning Support Assistant, you will play a pivotal role in leading the provision of a world-class, individually tailored education for students with special educational needs (SEN) within our Area Resource Base (ARB). The ARB is a specialist facility designed to offer small group instruction, bespoke interventions, and access to specialist resources.

In addition to providing direct 1:1 and small group support, you will take on increased responsibility for modelling best practices, guiding other Learning Support Assistants (LSAs) within the unit, and coordinating with teachers and families. You will take a proactive stance in ensuring our students overcome barriers to learning, build independence, and transition safely and effectively between the ARB and mainstream school environments.

A young woman with long dark hair is looking at a laptop screen. The laptop is a Dell Chromebook. The image is partially obscured by a yellow curved graphic element on the right side.

What you will be doing

Build Knowledge

- Act as a key role model for the wider class, school, and LSA team, supporting colleagues through peer feedback and sharing best practices.
- Assist the ARB Manager/Classroom Teacher in the practical organisation of class activities, deployment of resources, and the scheduling of small group interventions.
- Establish supportive relationships with staff across the school to ensure ARB students are accommodated, included, and successful when accessing mainstream lessons.
- Deliver and oversee 1:1 support for bespoke interventions outlined in Education, Health and Care Plans (EHCPs), including targeted reading and online learning provisions.
- Assist individuals and groups of children in developing knowledge, skills, and positive learning attitudes, tailoring your support to their specific educational needs.
- Ensure that basic classroom materials and specialist learning resources are prepared, maintained, and readily available for student use.
- To take into account the learning support involved to aid the children to learn as effectively as possible.
- The post holder is responsible for his/her own self-development on a continuous basis.
- To encourage social integration and individual development of students. To develop methods of promoting and reinforcing students' self-esteem.

Build Trust

- Establish deeply supportive relationships with students, taking time to understand their home lives, interests, dreams, and hobbies to promote their self-esteem and independence.
- De-escalate and meet the needs of students experiencing emotional and behavioral difficulties, implementing positive strategies to prevent harm and minimize disruption.
- Administer minor first aid (as trained), assist in dispensing medically prescribed controlled drugs via approved procedures, and support the personal hygiene and physical needs of children safely.
- Maintain strict confidentiality regarding sensitive information linked to the student's home life, safeguarding records, or school performance.

Prioritisation

- Lead and organise lunch, break time, and cover lesson supervision for ARB students to ensure a safe, structured environment.
- Supervise and support students as they transition physically around the school site or accompany them on educational visits and community outings.

What you will be doing

Clarity and Energy

- To develop methods of promoting/reinforcing the student's self-esteem and to promote independence through the development of self-help skills.
- To carry out administrative tasks associated with all of the above duties as directed by the teacher.
- To accompany children on educational visits and outings as supervised by the Teacher.

Follow Up

- Oversee the assessment, monitoring, and recording of children's academic progress, health, behaviour, and general wellbeing.
- Act as a key liaison to feedback student data or concerns to relevant colleagues.
- Proactively contact parents and carers to share updates and ensure students can effectively share their voices during formal student support reviews.

How you will be doing it

Dream Big

- Deliver value opportunities for world class education for all students

Take Responsibility

- To maintain confidentiality of information acquired in the course of undertaking duties for the department.
- Ensure Health and Safety and Safeguarding are at the centre of your approach.
- Take accountability for your own development and aspire to deliver the very best practice across all areas of your role.
- To attend staff meetings and school-based CPD days as required.

Be Kind

- To encourage acceptance and inclusion of all students.
- Support positive strategies for promoting equality and for challenging racial and other prejudice.





Qualifications

- GCSE's or equivalent to include Maths & English at a C grade or above
- Good levels of literacy and numeracy

Experience

- Excellent communication skills, both oral and written
- Strong organisational and time management skills, strong ability to maintain confidentiality and professionalism
- A high level of accuracy and attention to detail
- Flexible, adaptable and able to handle unexpected changes in schedules.
- Ability to manage multiple tasks, set priorities and meet deadlines
- Self-motivated and able to work in a team to collaborate with teachers, other support staff and parent to deliver effective support to students

Desirable

- Previous experience of working with children with complex needs/challenging behaviours within a classroom environment or similar
- Experience working with students with diverse backgrounds and learning needs
- Strong ability to work with technology and educational software
- Knowledge of issues relevant to education and child development
- Team Teach training

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

You could reasonably be asked to work out of our partner sites to support where required.

How to Apply

If you are passionate about our values and dedicated to making a meaningful impact on education, we invite you to apply. **Please complete the application form on My New Term** and tell us about how you connect with our values of "**dream big, take responsibility, and be kind**" and what you feel you can contribute to our team and our goal to deliver world class education.

Athena Learning Trust is committed to **safeguarding** and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to Enhanced DBS clearance and appropriate pre-employment checks.

We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are advised.

Apply now

and experience the difference in a rewarding and meaningful career in education.