

Welcome



Thank you for your interest in the position of 1:1 Learning Support Assistant at Kingham Primary School. We are looking for a hard-working, nurturing and positive individual to provide dedicated support for a little boy with autism and speech, language and communication needs. He is a delightful and well-behaved child who would benefit from a caring and consistent adult to help him access learning, develop his communication and independence, and participate fully in all aspects of school life. The position requires constant enthusiasm, love and patience and not necessarily any previous experience in a school setting.

Tucked away off the corner of the village green, Kingham Primary School looks out over woods and open fields in the countryside of the Cotswolds. Kingham Primary School has an outstanding reputation for its creative and innovative approach to teaching and learning and for the high expectations we have for each child. We are passionate about ensuring children are at the heart of all that we do. Families choose to send their children to our school because it is a friendly and welcoming school where learning is exciting, our environment is inspiring and because everyone here is personally valued and respected as an individual.

The successful candidate will:

- have exceptional communication skills and the ability to build a warm, trusting and supportive relationship with the pupil they are supporting;
- demonstrate patience, empathy and a can-do attitude;
- be a team player
- share our high expectations for what all children can achieve.

All our staff are provided with opportunities to grow and develop in their roles, and we actively support career progression. Well-being is also something we are deeply committed to, and we work hard to create a supportive environment in which colleagues feel valued, respected and looked after.

I very much hope that you are able to share this passion and will consider joining our school. If you wish to discuss this position further, please call me on 01608 658366 or email recruitment@kingham.oxon.sch.uk.

Our school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Safer recruitment practices and pre-employment checks will be undertaken before any appointment is confirmed. The successful candidate will be required to undertake an enhanced Disclosure and Barring Service (DBS) check and other relevant checks.

Please email completed applications to recruitment@kingham.oxon.sch.uk by Friday 4th September, 9am – earlier applications are encouraged as we may shortlist and interview suitable candidates prior to the closing date.

I wish you every success with your application.

Yours sincerely

NProckter

Nicholas Prockter
Headteacher

Why Work at Kingham?

Kingham Primary School is a thriving and ambitious school where children, staff and families work together to achieve exceptional outcomes. Situated in the heart of the beautiful Cotswolds, our school combines high academic standards with a creative, values-led curriculum and a strong commitment to personal development.

Joining our team at Kingham offers a unique opportunity to work in a school where innovation, professional trust and continuous improvement are at the heart of everything we do.

A Curriculum That Inspires

Our knowledge-rich curriculum is carefully designed to provide a broad, balanced and engaging education that develops knowledge, skills and character. We believe that learning should be meaningful, memorable and ambitious for every child. Our curriculum:

- Is firmly rooted in the National Curriculum whilst allowing teachers the flexibility to make learning engaging and relevant
- Is built around carefully planned themes and enquiries that help children make connections across subjects
- Places reading, writing, mathematics and vocabulary development at the heart of learning
- Promotes deep thinking through our Kingham Learning Skills, helping children become resilient, reflective and independent learners
- Embeds our highly successful Values-Based Education programme, where values are explicitly taught and woven throughout school life, helping children develop into confident, responsible and compassionate citizens
- Provides rich cultural experiences through educational visits, visitors, performances and memorable learning opportunities



Learning Beyond the Classroom

One of the things that makes Kingham special is our exceptional outdoor environment. Our extensive grounds include a large playing field, woodland area, school gardens and spacious playgrounds, all of which are used as an extension of the classroom.

Children regularly learn outdoors through curriculum enrichment, environmental projects, scientific investigations, wellbeing activities and creative experiences that bring learning to life.

Technology for Learning

We believe technology should enhance learning and prepare children for the future. Pupils benefit from excellent technology provision, including:

- Dedicated technology suite
- Laptop trolleys
- iPad trolleys
- Coding and computational thinking opportunities throughout the school
- Technology integrated across the wider curriculum

We want our children to become confident, responsible and creative users of technology in an increasingly digital world.

Sport, Music and Personal Development

We are passionate about developing the whole child.

Sport plays a central role in school life, with high-quality PE, competitive opportunities, enrichment activities and strong links with local sports organisations.

Music is a valued part of our curriculum and children benefit from specialist teaching, performances and opportunities to develop their talents.

Alongside this, personal development is a key strength of the school. We place great emphasis on leadership, confidence, resilience, wellbeing, citizenship and character development, ensuring children leave Kingham fully prepared for the next stage of their education and life beyond school.

What Makes Working at Kingham Different?

At Kingham, we combine high expectations with genuine support for our staff and professional autonomy.

Unlike many schools, we are able to offer:

- Exceptional outdoor learning opportunities that are embedded within the curriculum rather than treated as occasional enrichment
- A values-led approach that positively influences behaviour, relationships and learning
- Strong academic outcomes alongside an equally strong commitment to creativity, wellbeing and personal development
- A culture where innovation is encouraged and staff are supported to try new ideas and approaches
- Small-school relationships where every child is known as an individual
- A highly engaged and supportive parent community
- Outstanding behaviour and attitudes that allow teachers to focus on teaching and learning.
- A leadership team that is visible, supportive and committed to staff development.

Above all, Kingham is a school where staff can make a genuine difference whilst continuing to grow and develop professionally.

Professional Development and Wellbeing

At Kingham Primary School we believe that investing in our staff is the most effective way to improve outcomes for children.

We are committed to creating a supportive, professional environment where colleagues feel valued, trusted and empowered to develop their practice.

Support for New Staff

All new staff benefit from an induction programme that ensures they quickly become part of the Kingham team and understand our curriculum, systems and expectations.

Early Career Teachers receive high-quality support and mentoring throughout their induction period.

A Positive Working Environment

Kingham Primary School is exceptionally well resourced and benefits from a beautiful learning environment in the heart of the Cotswolds.

Staff enjoy:

- Well-equipped classrooms and learning spaces
- Extensive outdoor facilities including woodland, gardens and sports fields
- Excellent technology provision
- Friendly, supportive colleagues
- Enthusiastic, well-behaved children who love learning

We are proud of the culture we have created and work hard to ensure that every member of staff feels respected, supported and able to thrive.

Vision

Always learning to be our best

Kingham Primary School provides a safe, supportive and stimulating environment, which inspires our children to be composed, confident, and considerate, responding positively to every opportunity to develop their full potential. We encourage children to explore, expand and express their skills and talents through a carefully crafted creative curriculum tailored to the needs of every individual.

Vision

Our Vision is simple:

A truly exceptional education for our next generation

Mission

Our stated Mission is:

- **To provide magical experiences, friendships and memories;**
- **To develop the talents, skills and knowledge needed to excel in all that we do and thrive in a rapidly changing world;**
- **To be a supportive and inclusive community, where we care for ourselves, each other, and our environment.**

Values

Underpinning our Vision and Mission are three core values. We aim to be:

- **Inspirational**
- **Ambitious**
- **Kind**

Constantly striving to improve, at Kingham Primary School we are:

Always learning to be our best



Job Description

1:1 Learning Support Assistant (LSA)

Purpose of the post

To provide high-quality, individualised support for a pupil with additional needs, enabling them to access the full curriculum and wider life of the school, make progress and develop their communication, confidence and independence.

The postholder will work closely with the class teacher, SENCO and other professionals to ensure that support is responsive to the pupil's individual needs, while promoting inclusion and avoiding unnecessary dependence on adult support.

Responsible to: The Special Educational Needs Co-ordinator

LSA duties

Supporting the pupil

- Build a warm, positive and trusting relationship with the pupil, promoting high self-esteem, independence and social inclusion
- Develop a good understanding of the pupil's individual strengths, needs, interests and barriers to learning.
- Support the pupil's communication and interaction, using agreed strategies and approaches consistently. Promote independence by knowing when to support, scaffold or model and when to step back, enabling the pupil to do as much as possible for themselves. Maintain high expectations for the pupil's learning, behaviour, participation and achievement.
- Support the pupil to develop positive relationships with peers and to participate fully in classroom and wider school life.
- Support the pupil's social and emotional development and wellbeing, recognising and responding appropriately to signs of anxiety, dysregulation or distress and escalating concerns when appropriate.
- Promote positive behaviour in accordance with the school's behaviour policy and any support plans.
- Assist with the development and implementation of individual education, support and care plans.
- Provide 1:1 support with learning and, where required, play, eating, toileting and other personal care needs, in accordance with school policies, agreed plans and appropriate training.
- Encourage and support the pupil to develop increasing independence in learning, self-care and everyday school routines.

Teaching and Learning

- Work under the direction of the class teacher and SENCO to support high-quality teaching and learning.
- Contribute to the planning and preparation of learning activities for the pupil, working with the class teacher and SENCO to ensure activities are appropriate, accessible and responsive to the pupil's individual needs.

- Deliver agreed learning activities and interventions on a 1:1 or small-group basis, both inside and outside the classroom where appropriate, adapting support in response to the pupil's engagement and progress.
- Support access to a broad, balanced and ambitious curriculum, maintaining high expectations of what the pupil can achieve.
- Adapt explanations, resources and activities appropriately while ensuring the pupil remains connected to the learning of the class wherever possible.
- Promote and facilitate inclusion by enabling the pupil to participate in lessons, playtimes, trips, clubs and other school activities.
- Use positive and consistent approaches to behaviour in line with school policies and individual plans.
- Observe the pupil carefully and identify successes, difficulties and barriers to learning.
- Provide clear and regular feedback to the class teacher and SENCO about learning, engagement, communication, wellbeing and progress.
- Monitor and record progress as required, including small but significant steps in the pupil's development.
- Prepare and organise appropriate resources to support learning and maintain a stimulating, inclusive and safe learning environment.

Working with staff, parents/carers and relevant professionals

- Work collaboratively with the class teacher, SENCO and wider staff team to provide consistent support for the pupil.
- Share relevant observations and information with school staff and other professionals to support informed decisions about provision.
- Follow strategies and programmes recommended by the SENCO and, where appropriate, external professionals such as Speech and Language Therapists and Educational Psychologists.
- Communicate professionally and sensitively with parents and carers, under the direction of the class teacher or SENCO and in accordance with school procedures.
- Maintain appropriate professional boundaries and confidentiality at all times.
- Contribute positively to meetings concerning the pupil where requested.

Professional development

- Reflect on practice and respond positively to advice, coaching and feedback.
- Develop knowledge and understanding of autism, speech, language and communication needs and other relevant areas of SEND.
- Participate in training and professional development provided by the school and apply learning to practice.
- Take part in the school's appraisal and professional development procedures.
- Demonstrate flexibility and a willingness to adapt approaches in response to the pupil's changing needs.

Safeguarding

- Work in accordance with current statutory safeguarding guidance, including *Keeping Children Safe in Education*, and the school's safeguarding and child protection policies.
- Maintain professional curiosity and remain alert to signs that a child may need help or protection.

- Report safeguarding concerns promptly through the school's agreed procedures.
- Promote the safety, welfare and wellbeing of the pupil and all children within the school.
- Maintain appropriate professional boundaries and conduct at all times.

This job description describes the general nature and level of responsibility of the role and is not intended to be an exhaustive list of duties. The postholder may be required to undertake other duties appropriate to the level of the post, as reasonably directed by the Headteacher, SENCO or line manager.

Person Specification

The following criteria will be used for shortlisting purposes:

Qualifications

- A good standard of literacy and numeracy.
- GCSE English and Mathematics at Grade 4/C or above, or equivalent, or willingness to undertake the school's literacy and numeracy assessment where an equivalent qualification is not held.

Knowledge and skills

- Have excellent verbal communication skills and be able to communicate clearly, sensitively and appropriately with children and adults.
- Be able to build a warm, positive and trusting professional relationship with a child.
- Be nurturing, patient, empathetic and consistently positive.
- Have high expectations for the learning, behaviour and independence of pupils with additional needs.
- Be able to encourage and motivate a child while promoting independence rather than dependence on adult support.
- Be able to follow instructions, agreed programmes and individual support strategies consistently.
- Be able to remain calm, patient and responsive when required
- Be flexible and able to adapt their approach according to the needs of the pupil and the situation.
- Work constructively and collaboratively as part of a team.
- Have good organisational skills and the ability to use basic ICT, including email and word processing.
- Understand the importance of confidentiality and professional boundaries.
- Demonstrate a commitment to safeguarding and promoting the welfare of children.
- Demonstrate a commitment to equality, inclusion and ensuring pupils with SEND participate fully in school life.
- Be willing to learn, reflect on their practice and respond positively to guidance and feedback.

Application

Process

We are only accepting applications via My New Term recruitment portal:

<https://mynewterm.com/jobs/123003/EDV-2026-KPS-67969>

Please ensure that when completing the process you supply a full employment history outlining all employment since leaving school, even if you feel not relevant

Suitable references will be required from your current and previous employer.

Further information about interview arrangements will be provided to shortlisted candidates.

Our selection process will further assess the suitability of candidates and their commitment to safeguarding children. Appointment to this post will be subject to an enhanced Disclosure and Barring Service check.

Deadline: Friday 4th September, 9am

If you have any questions please email: recruitment@kingham.oxon.sch.uk

If you would like to visit the school, or you require further information, please contact us on 01608 658366 (term time only) or email. Visits are welcomed and strongly encouraged.

We look forward to receiving your completed application.

