



ATHENA
LEARNING TRUST

Lead Learning Support Assistant

Applicant Pack

Closing date:

20th August 2026

Interview date:

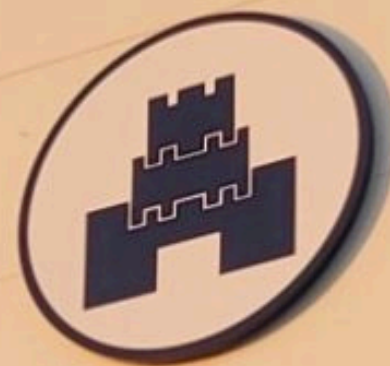
To Be Confirmed



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 LSA
School Base:	Launceston College
Closing Date:	20/08/2026
Interview Date:	TBC
Vacancy Start Date:	ASAP
Contract Type:	Permanent
Salary:	£13.98 - £15.31 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 a Lead Learning Support Assistant, you will play a pivotal role in ensuring our students receive a world-class education. You will take a proactive leadership role in supporting the educational, developmental, and social needs of our students, while modeling best practices for the LSA team. By working closely with teachers, school leaders, and families, you take responsibility for ensuring every student receives tailored guidance to overcome barriers to learning.

You encourage students to dream big by providing them with the tools and confidence to embrace a future full of meaningful choices, foster an inclusive environment where every child feels valued, and assist in guiding and mentoring peer support staff. As a Lead LSA, you will deliver targeted 1:1 and small group support while serving as an exemplary role model across the school.



What you will be doing

Build Knowledge

- Assist individuals, groups of children, and LSAs in developing knowledge, skills, and attitudes.
- Build a deep understanding of the lives of supported students, including home life, dreams, interests, and hobbies.
- Lead the delivery of targeted 1:1 support and bespoke interventions outlined in EHCPs, as well as specialised interventions.
- Assist in preparing, adapting, and maintaining high-quality teaching resources and learning environments to ensure accessibility.
- Supervise individuals or small groups of children within classrooms under teacher direction, taking a proactive role in learning support.
- Model continuous self-development and support the professional growth, onboarding, and mentoring of LSAs.
- Encourage social integration, individual development, and methods for promoting student self-esteem.
- Support students to access online learning as part of amended provisions.
- Attend and participate in staff meetings, SEN reviews, and school-based INSET/CPD days as required.

Build Trust

- Establish strong, supportive relationships with students to encourage acceptance, inclusion, and emotional wellbeing.
- Maintain strict confidentiality regarding home, student, teacher, and school information.
- Support student attendance and assist with transition management for part-time timetables.
- Build collaborative relationships with teachers, support staff, and external practitioners to maximise student success in all lessons.
- Act as a trusted point of contact and positive role model for both students and members of the LSA team.

Prioritisation

- Ensure high-quality learning support in classrooms and dedicated intervention spaces, helping coordinate LSA day-to-day room allocations where needed.
- Assist with lunch and break-time supervision of children, supporting team duty coverage.
- Support students to transition safely, calmly, and effectively around the school site.
- Support students during cover lessons

Clarity and Energy

- Develop, share, and implement effective methods for promoting student self-esteem and independence through self-help skills.
- Teach students on a 1:1 or small group basis how to be successful in lessons and in interactions with peers and staff.
- Carry out administrative and coordination tasks as required.
- Accompany students on educational visits and outings, assisting teachers in leading support arrangements.

Follow Up

- Lead the monitoring, assessment, and recording of student progress, health, behaviour, and overall wellbeing.
- Meet regularly with the SENCO, and other staff as required.
- Ensure student voice and perspectives are actively captured and represented during support reviews.
- Review and evaluate the effectiveness of internal interventions and external alternative provisions.
- Maintain proactive communication with parents, carers, and external agencies regarding student progress and wellbeing.

How you will be doing it

Dream Big

- Deliver value opportunities for world class education for all students

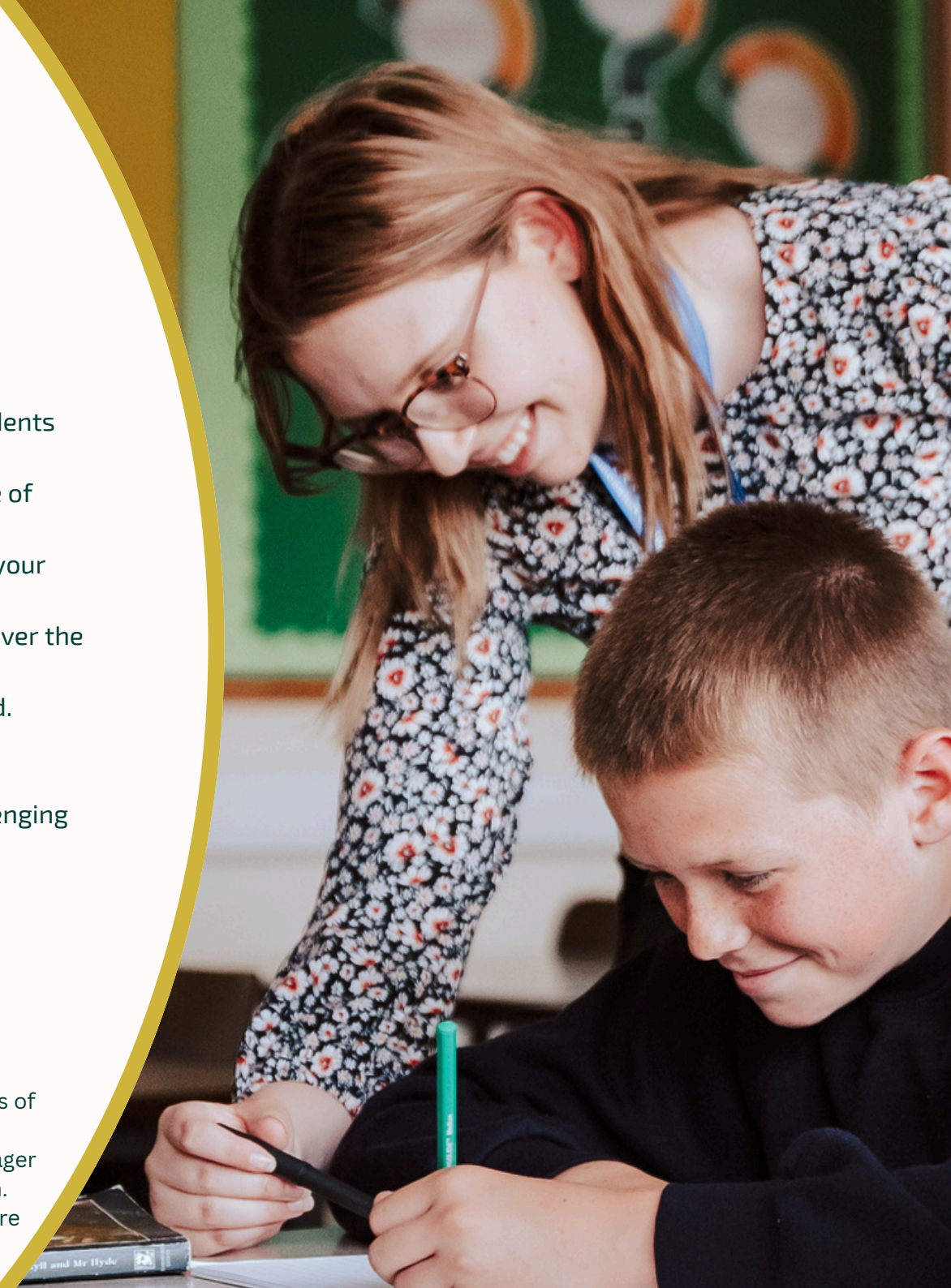
Take Responsibility

- 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.

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.





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
- 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

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.