



TRINITY ACADEMY

*Emmanuel Schools Foundation*

Learning Support Assistant

VALUED, CHALLENGED, INSPIRED



# WELCOME

Dear Applicant

At Trinity Academy we are always delighted to hear from people who share our passion for delivering an excellent all-round education to young people. I am thrilled to see your interest in applying for the role of Learning Support Assistant.

We recognise that the success of our school depends on the dedication and enthusiasm of our staff. In return we can offer an exceptional working environment, excellent resources and the opportunity for professional development.

Emmanuel Schools Foundation has an inter-denominational Christian ethos, and we welcome applications from all sections of the community. What unites all people in the Foundation is our mission and core virtues, and we believe these values are relevant to all people, whatever their background.

The role represents an incredibly exciting opportunity for any candidate who is eager to be a part of an organisation that seeks to secure the very highest educational standard for every student. Likewise, our staff team benefits from excellent CPD and support which can be personalised to your particular needs and experience.

If you are passionate about supporting students and dedicated to educational excellence, and ready to make a difference in the lives of young people, we welcome your application for the role of Learning Support Assistant. Join us in our mission to create a brighter future for all learners.

Mrs V E Gibson  
**Principal**

# MISSION

## CHARACTER EDUCATION

We build good character. We learn about good character, why it matters and how to develop it.

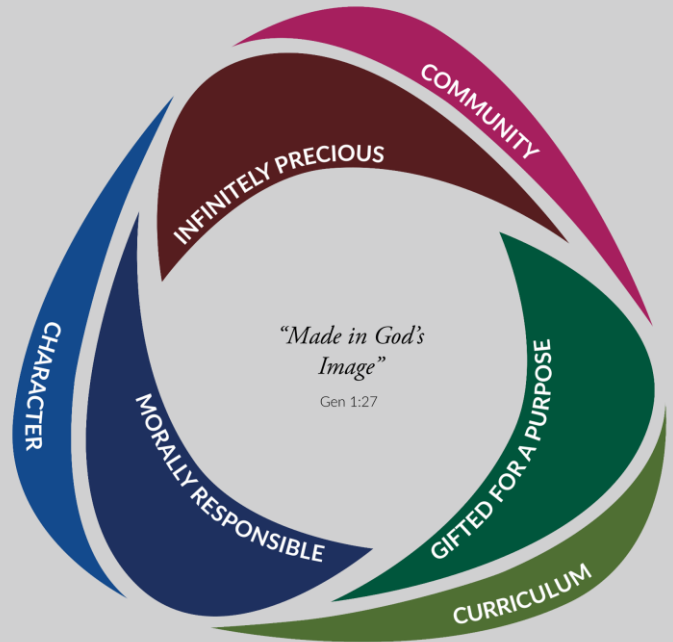
## CURRICULUM EXCELLENCE

We are determined to achieve a personal best. We provide a broad ambitious curriculum that ensures excellent student learning, progress and future destinations.

## COMMUNITY ENGAGEMENT

We serve with gratitude. We use our gifts to benefit the community and the environment.

## OUR CORE VIRTUES







“

ALL PEOPLE ARE INFINITELY  
PRECIOUS, MORALLY  
RESPONSIBLE AND GIFTED  
FOR A PURPOSE”





“

SUPPORTING STUDENTS  
AND STAFF TO BECOME  
THE PERSON THEY HAVE  
THE POTENTIAL TO BE”

# THE ROLE

Learning Support Assistants are responsible to the SENDCO for:

- Assisting students following a programme of support clearly defined by the SENDCO, and working alongside teaching and other appropriate staff (dependent on the nature of the needs of the child or children)
- Working collaboratively with teachers and other staff as an integral part of the teaching team
- Assisting students with learning difficulties using a variety of resources, which may involve support with reading, writing, spelling and computer-based learning under the direction of appropriate teaching staff
- Supporting students to develop fully alongside their peer group using a clearly defined programme as directed by the SENDCO
- Regularly updating the SENDCO on progress made by students or difficulties faced by individuals
- Becoming familiar with the differing learning needs and teaching strategies for students with ADHD, Autism, Specific Learning Difficulties, General Learning Difficulties and other learning problems which might become apparent
- Supporting students with additional needs which may include sensory impairment or be medical in nature. Duties and advice will be clearly outlined, but may include PE supervisions (help with dressing / undressing)
- Supporting students with emotional and behaviour difficulties within the classroom under the direction of the SENDCO/teaching staff
- Undertaking appropriate training to enhance skills or knowledge

- Collating student information for annual reviews
- Assisting teaching staff in setting appropriate targets based on objectives set in Individual Education Plans
- Supplementing the work of outside agencies such as speech therapists, educational psychologists and members of the specialist learning team
- Any other duties as required by the Principal.

Emmanuel Schools Foundation is committed to the safeguarding of children and all staff are expected to ensure that the Trust and its schools are safe and secure environments for students by observing the relevant and established Safeguarding policies and procedures.

# THE PERSON

## Qualifications and Training

Candidates must have at least grade 4 and above in English and Maths and have the ability to use standard ICT packages including Microsoft Office. A levels and/or degree or similar level vocational/professional qualification(s) would be advantageous. Additionally, candidates must be permitted to work in the UK.

## Experience

Applicants should have experience of working as part of team, ideally supporting students with SEND and working in a school and classroom environment.

## Knowledge and Skills

Applicants should be a dedicated and motivated individual with a strong passion for supporting learners. The ideal candidate will demonstrate a keen ability to identify and address learners' misconceptions, understand the barriers that can inhibit learning, and apply strategies to overcome them. A strong sense of when to provide challenge versus support is essential to ensure effective understanding and sustained progress.

Applicants should possess excellent communication and interpersonal skills, with the ability to relate effectively to students—particularly those with significant learning, social, emotional, or behavioural difficulties—as well as to parents, carers, and a range of external professionals and agencies.

A friendly yet professional demeanour, coupled with firm, tactful, and diplomatic disciplinary skills, is key to this role.

You will be able to motivate and inspire learners, raising achievement through a supportive and engaging approach.

## Personal Qualities

We are looking for an individual with exceptional personal integrity, resilience, and self-motivation. The successful candidate will demonstrate high levels of discretion, honesty, reliability, and self-awareness, with a strong moral compass and intuitive judgement.

A conscientious and diligent work ethic is essential, along with the ability to remain calm and consistent in upholding high expectations for student behaviour and fostering a respectful, authoritative learning environment.

You will be proactive and resourceful, bringing a creative and insightful approach to problem-solving, and willing to take a hands-on role when needed. The ability to work independently, prioritise under pressure, and remain flexible in a dynamic environment is key.

A commitment to the Academy's Christian ethos and educational mission is expected, alongside the physical and mental resilience required for the demands of this role. Discretion and confidentiality must be maintained at all times.







# APPLICATION DETAILS

## Vacancy Details

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Salary Scale: 5

Actual Annual Salary: £18,752.00 (0.73% FTE, Full Time Equivalent)

Start date: ASAP

Location: Trinity Academy, Thorne, Doncaster, DN8 5BY

Working Terms: Permanent, 5 days per week (32.5 hours per week), 8.30am to 3.30pm. Term Time Only

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Closing date: **Friday 06 February 2025, 9am**

## How to apply:

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For further information and to apply, please visit [WORK WITH US | Trinity Academy](#) or email [recruitment@trinityacademy.org.uk](mailto:recruitment@trinityacademy.org.uk). A CV may be submitted to supplement your application but will not be accepted instead of a completed on-line application

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. This post will involve daily contact with children and is subject to an enhanced DBS check. In addition, as part of the shortlisting process, and in accordance with statutory guidance, we may carry out an online search (for publicly available material) to help identify any incidents or issues that have happened which we may want to explore with shortlisted applicants at interview.

Please note that this detail is indicative and can be amended, updated or replaced as felt appropriate at any time and in order to remain in line with any future legal requirements or expectation.





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