



Appointment Brief for Learning Support Practitioner





Dear Applicant,

Thank you for your interest in Onslow St Audrey's School.

If appointed, you will be joining Onslow St Audrey's and the wider Danes Educational Trust family of schools at an incredibly exciting time. We are increasing the number of students in the Sixth Form and the school is continuing to expand. Supported by the Trust, we have recently completed a land sale which has led to additional funding to build a new Science block, play areas and car park. These new facilities opened in summer 2022. We are using the remaining part of this substantial capital investment to build a new sports hall, 4G AstroTurf pitch, social areas and to support a number of internal school refurbishment projects.

We are part of Danes Educational Trust which currently comprises 9 schools, 5 of which provide secondary education: St Clement Danes, Croxley Danes, Chancellor's, Onslow St Audrey's and Elstree Screen Arts Academy. The remaining 4 schools provide primary education: De Havilland, Ascot Road, Lanchester and Jupiter. As such, we offer a wide range of Continuous Professional Development and Learning opportunities as well as an excellent Early Career Framework programme of support. Close collaboration, support and challenge across our family of schools has ensured that our desire to create and sustain world-class provision has not been impacted by the pandemic. We are entirely collegiate in our endeavours.

Our last Ofsted inspection (May 2019) recognised the positive changes that had taken place to date and these were reflected in 'Good' judgements for Leadership, Personal Development, Behaviour and Welfare and Sixth Form. These inspection judgements were reinforced by our Challenge Partners Review in January 2022 where we were rated as 'effective' in all areas. We are not, however, complacent, and aspire to provide an outstanding offer to the children within our local community.

Key to our continued improvement journey is the recruitment of the very best staff. We now have a fantastic group of leaders, teachers and support staff, all of whom are playing their part in ensuring high quality provision is the norm across Onslow St Audrey's School, including students' attitudes to learning and attendance. There has been a steady improvement in progress and attainment over time and we have worked hard to improve staff well-being and rebalance workload. We believe all staff should have the opportunity to thrive and flourish in their work environment.

You are warmly invited to visit our website at www.onslow.herts.sch.uk for further information about our school. If you would like to organise a visit to the school or if you would like to discuss this exciting opportunity in more detail then do please contact The Recruitment Team at recruitment@danessedtrust.org.uk.

If appointed, you will benefit from working within an established, outstanding Trust and a warm and highly ambitious school. More information about the Trust may be found [here](#).

Yours sincerely

Julie Jones
Headteacher
www.onslow.herts.sch.uk





JOB DESCRIPTION



Job Title:	Learning Support Practitioner
Line Manager:	Special Educational Needs Coordinator (SENCO)
Pay Range:	H3.5 £21,575 + £663 fringe FTE, pro rata Actual Salary including fringe allowance £16,911.80
Work Pattern:	33 hours per week 9.30am - 3.30pm Monday to Friday (4.00pm finish on one day)

Core Purpose

To contribute to the effective functioning of the Learning Support Department.
To support students who have moderate to severe learning difficulties with direct support



Main duties and responsibilities

- Assist with planning and delivery of learning activities
- Supervise and support students who have identified special educational needs
- Provide additional needs support for designated students on the SEN register e.g. by delivering work prepared by teaching staff, breaking down tasks, scribing, keeping students on task, supporting students at break times or meeting other needs outside of lessons
- Assist with the development of Pupil Passports using the Provision Map software
- Deliver interventions to small groups of students in morning registration and evaluate their effectiveness
- To deliver interventions to small groups of students who have been withdrawn from their usual lessons and evaluate the effectiveness of the intervention
- Develop resources to accompany the interventions
- Research potential interventions that will benefit the students
- To be creative in working with pupils and enabling them to progress.
- Contribute information for Education, Health and Care Plan reviews as requested
- To accompany students on out-of-school activities and take responsibility for either an individual or a small group of students.
- To administer routine tests
- Act as a reader and scribe for examinations once the appropriate training has been completed
- Supervise homework club one afternoon a week until 4.00pm in rotation with other LSAs.





JOB DESCRIPTION Cont.

Our Vision

At the Danes Educational Trust we are committed to 'Making the Difference Together' sharing best practice and supporting each other to be the very best we can be.

Core Values

The post holder is expected to share our commitment to our core values:

- We value joy in working, teaching and learning together
- We encourage everyone within our Trust to feel optimistic about the future and how they can shape it
- We support all individuals in developing resilience to enable them to respond to change and grow as a result
- We value and support the wellbeing of all individuals who learn and work in our schools
- We provide equality of opportunity and experience for all
- We provide a safe and secure learning environment for all

Compliance

The post holder is required to be aware of and comply with policies and procedures relating to child protection; health and safety; confidentiality; and data protection and report all concerns to an appropriate person.

Safeguarding We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts.

Additional Information All staff are required to participate in training and other learning activities and in performance management and development as required by the Trust's policies and practices. This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of the Trust.

Supervision/Job Context

The post holder is managed by the SENCO

Contacts

The post holder will work with staff, students, parents and other external agencies as appropriate





PERSON SPECIFICATION

We are looking for knowledge, experience and training

Essential:

- Educated to A level (or equivalent)
- GCSE in English, Mathematics and Science to grade C or higher
- Commitment to the safeguarding of children
- Ability to work as part of a team and build positive relationships
- Be adaptable and flexible with a good sense of humour
- Be willing to undergo training
- Have excellent communication, interpersonal and organisational skills
- Be capable of managing difficult situations
- A natural aptitude to model the Trust's core behaviours – 'We display transparency, kindness and respect in all our interactions with others, and support each other in all our endeavours. We are tenacious in our desire to make the difference together'.

Desirable:

- Have a strong core knowledge in English, Mathematics and Science
- Have experience of working in a school
- Be first aid trained
- Be committed to the safeguarding of children
- Demonstrate a high level of professionalism at all times and be a role model for others
- Understand the principles of child development and learning process
- Be willing to undertake further, relevant training and to pass those skills on to other members of staff, as appropriate
- Have proven ICT skills





SCHOOL SUMMARY

Onslow St Audrey's is a vibrant, welcoming, co-educational secondary academy with a committed, professional and hardworking team of staff and governors. With a clear vision of 'Opportunity, Success and Ambition', the school aims to create opportunities through excellent teaching and an inspiring enrichment programme, so that all students can enjoy success, both socially and academically.

This is an exciting time in the history of the school as we have begun a significant multi-million pound refurbishment programme that will transform the learning environment for the whole school community, including a new state of the art Science block and sports facilities.

This is an outstanding opportunity to join a friendly, supportive and dedicated team and play a key role in the school's development.

We have strong links with the community, including membership of a post-16 consortium of five local secondary schools, allowing us to provide an outstanding, fully comprehensive programme of education and opportunities for our Sixth Form students.

Hatfield is easily accessible by both road and rail, with the A1(M), M1 and M25 motorways nearby, and Hatfield train station less than 10 minutes walk from the school.

The school is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. All post holders are subject to a satisfactory Disclosure and Barring Service (DBS) check. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the DBS.

Further extensive information can be found on the website.





BENEFITS

We can offer a range of benefits including:

- Children of staff are admitted under criterion 2 of the secondary transfer admission arrangements, after two years' service
- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We have a vast experience of working with ECTs and we see ECT Induction as a means to develop the best teachers in the local area
- Study Assistance Programme
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within an expanding Multi-Academy Trust
- Opportunities to expand your professional networks through the Trust's external partnerships e.g. Science Learning Partnership, Challenge Partners
- £250 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Cycle to Work Scheme
- Occupational Health and an onsite Counsellor
- Free flu jabs
- Free parking
- Staff Committee that organise regular social events





Becoming part of the team at the Danes Educational Trust will give you an opportunity to make a difference to the educational outcomes of young people in Hertfordshire, whilst providing you with an opportunity to pursue your passion for education.

In the last year, we have expanded to be a Trust of nine schools: St Clement Danes School, Croxley Danes School, Chancellor’s School, Onslow St Audrey’s School, De Havilland Primary School, Elstree Screen Arts, Ascot Road Primary School, Lanchester Primary School, Jupiter Primary School and we have more schools in the pipeline. Schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust’s vision and core values.

You will be part of a Trust that develops optimistic, resilient learners and valued, empowered staff. We collaborate with local, national and global partnerships to achieve our vision of ‘Making the Difference Together’ and consider our core values to be at the heart of what makes our Trust unique:

- We value **joy** in working, teaching and learning together
- We encourage everyone within our Trust to feel **optimistic** about the future and how they can shape it
- We support all individuals in developing **resilience** to enable them to respond to change and grow as a result
- We value and support the **wellbeing** of all individuals who learn and work in our schools
- We provide **equality** of opportunity and experience for all
- We provide a **safe** and secure learning environment for all





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DANES EDUCATIONAL TRUST