



## **FURTHER PARTICULARS: Learning Support Assistant (LSA)**

### **3 POSITIONS REQUIRED**

**Start: KS2 x1 Easter; x1 September 19  
KS1 September 19**

**Learning Support Assistant (LSA) 17 ½ hours per week combined contract with  
Mid-day Assistant (MDA) role 6 ¼ Total hours 23 ¾ per week (Permanent Contract)**

LSA: Band 2, 11-14 (to mid-point, £17,007 - £17,681 pro-rata, 38 wks per year.  
Hourly rates £8.82-£9.16). MDA: Band 1 point 10 (£8.74 per hour)\*

*\*NB: pay scales/rates correct at time of publication. Support staff contracts are due for an annual increase from April 19 and any contract will be offered with the new/agreed rates of pay.*

**Contract: Permanent, pro-rata; with a work pattern of: LSA Monday-Friday: 8.30am – 12.00 pm (3 ½ hours per day); MDA contract 12 - 1.15pm (1 ¼ hours daily) term time only (38 weeks).**

### **The Post: LEARNING SUPPORT ASSISTANT (LSA) 8.30am -12.00 (Monday to Friday)**

The post of LSA is a permanent contract based primarily with a class within a Key Stage (e.g. KS1). However, competency and flexibility in being able to work across all year groups and Key Stages is essential as we regularly review pupil progress, readjusting the support and intervention programs provided to ensure that we are having a demonstrable impact on pupil progress so no child is 'left behind'.

This is a combined contract, that runs in conjunction with a mid-day contract to cover one hour and fifteen minutes lunch duty from 12- 1.15pm, (Band 1, point 10 pro rata). The person appointed must be able to accommodate both roles.

### **The Candidate**

We aim to keep children at the heart of what we are doing and want an LSA who can encourage and support pupils in a sensitive way to enable them to make progress as appropriate to the relevant National Curriculum for the age group. We want children to develop their curiosity, independence and learning behaviours; believing in themselves so that they achieve. The Headteacher and Trust are seeking to appoint an LSA who shares this vision and is able to put this into practice on a daily basis working in close collaboration with the class teacher as well as on their own initiative, and as part of the team.

The person must have a positive, happy, can do attitude and be a team player. We aim to create a positive, calm, safe and exciting learning environment where everyone is respected and valued for their contribution, be it staff, pupil or parent. The ability to work without continual supervision and the ability to form positive and constructive relationships with parents and others is essential.

### **The Candidate**

*Essential requirements:* maths /English grade C or above, must like children, friendly, kind, professional, flexible 'can do attitude'

*Desirable:* first aid, accreditation/ expertise in teaching various interventions (please state on application form).

Preference will be given to those candidates who offer current up to date experience of the Key Stage and to those who offer particular expertise in delivering intervention programs.

Additional expertise, accreditation or qualifications that could offer the potential to operate as an HLTA would be a distinct advantage, and in this instance, a separate pay scale and contract would be offered for this role and to the right candidate as appropriate.

The person/s appointed are expected to be able to use their own initiative, work in a positive and constructive way with the whole teaching team, supporting individual, group or whole class learning as directed by the class teacher.

We aim to keep children at the heart of what we are doing. We want our children to develop their curiosity, independence and learning behaviours; believing in themselves so that they achieve; as staff we are role models to the children. Consequently, the head teacher and Trust are seeking to appoint staff at all levels in the organisation who will share this vision and are able to put this into practice on a daily basis.

We aim to create a positive, calm, safe and exciting learning environment where everyone is respected and valued for their contribution, be it staff, pupil or parent. We expect all our staff to support and fulfil this commitment.

### **Professional Development**

We can offer the successful candidate/s a fantastic opportunity to contribute to the development of our recently opened and expanding school, within our recently formed multi-academy trust (The Learning Partnership Trust). Further opportunities to share and develop best practice across the Trust is also available.

All new employees will undergo an induction and probationary period, then annual performance management.

If you would like to be part of our team to help us make our vision a reality, we would encourage you to apply. If you would like an informal chat about the position then please ask to speak to Isobel Barron (head teacher). Further information and application packs are available online via [www.essexschoolsjobs.co.uk](http://www.essexschoolsjobs.co.uk); or the school website [www.roseacres.co.uk](http://www.roseacres.co.uk)

**Closing date: 29.3.19 noon**

**Interview date: tbc**

### **The Process**

Applications should consist of a completed Essex application form, with an accompanying letter/statement in support of your application. The application should relate specifically to this school and should refer to the person specification matching your skills and experience.

Application forms should be completed in BLACK ink, BLACK ballpoint or CLEAR typescript, and submitted online, or alternatively returned by post or email to the school by the closing date: **29.3.19 noon**

Mrs I Barron  
Head teacher  
Roseacres Primary School  
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Roseacres Primary School fully complies with information legislation. For the full details on how we use your personal information please visit <http://www.roseacres.co.uk/key-information/key-information-1/gdpr> or call the school office: 01279 879599 if you are unable to access the internet.

Email [admin@roseacres.essex.sch.uk](mailto:admin@roseacres.essex.sch.uk). (Please note, if the form is emailed and you are shortlisted you will be required to sign a copy of the application form).

### **The Appointment**

The Trust and staff are committed to safeguarding children. Appointments will be subject to satisfactory references, DBS, and medical checks. The school is an equal opportunities employer.

Please note that the offer of appointment to the selected candidate will be on the basis of a 'preferred candidate' as the post is subject to the employer being in receipt of satisfactory clearance for fitness to work, enhanced police check (DBS) and two employer references. When the post is offered to the preferred candidate, it is important that each candidate is ready to give a definite reply in the event of his/her being offered the appointment.

Please note that if you wish your application to be acknowledged, then please provide a stamped addressed envelope.

Feedback will only be offered to those candidates who are not successful at the interview stage.