



LAWN MANOR  
ACADEMY



# Recruitment Pack

*Inspiring and Creating Futures For All*

**ASCEND**  
LEARNING TRUST

# Welcome, from the Head

**Lawn Manor Academy is proud to be part of the Ascend Learning Trust.**

We were the first school to join the Ascend Learning Trust in September 2017 and we enjoy close links with all Ascend Learning Trust schools. We believe that within each child there is a real potential to achieve and that, as teachers, it is our job to ensure that this potential is met through their academic studies and high expectations.

Lawn Manor Academy is an all-ability school and we place great emphasis on inclusive education. We have an excellent pastoral care system to support pupils and the community. We offer a rounded curriculum to suit children of all abilities with excellent facilities to support this. We take pride in the focus we give to each child as an individual and how we help them to develop and grow to achieve well and be a good citizen.

We have an ambitious vision for our school with a robust strategy for achieving it. Our I Learn values are at the heart of our strategies for success.

Working at Lawn Manor Academy is both rewarding and inspiring. We are an inclusive environment that celebrates diversity and different cultures daily. We are committed to extremely high standards of behaviour and have fostered an environment where the relationships that exist within the school, and the polite and respectful atmosphere that we enjoy, are commented on by all who visit our school.

By teaching our pupils how to demand the best of themselves, we will send them out into the world ready to embrace the challenges they will meet; whether they are in the boardroom, on the stage, in the lab or on the sports field at home or abroad. A positive mind-set is important at Lawn Manor Academy.

We take pride in "Inspiring and Creating Futures for All".

**Sandra Muir**  
Headteacher



**Inspiring and Creating Futures for All**



# Welcome, from the CEO



## Dear Applicant

Thank you for taking an interest in Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'. As a community of schools, we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued. As a result of our newly founded values, we strive to ensure that students receive an incredibly high standard of academic and pastoral care to enable them to leave school with the very best platform for their future. The schools within Ascend Learning Trust are a family, and as such they support each other to continuously improve, providing strength to each other.

As a mother of 3 school age children at both primary and secondary level, I know how important young people's school experience is and it is a privilege to lead an organisation whose purpose it is to support this. As the newly appointed CEO of Ascend Learning Trust (from September 2023) I am fully committed, along with all of our staff to ensuring that each child's education is the very best that it can be.

This pack will give you details of the job description and list the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet these criteria.

## References

We will require two satisfactory references before a job offer is confirmed; one of which must be your Line Manager / Headteacher in your present or most recent employment.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

Further information about the Ascend Learning Trust and the Academies within it, is available on our website [info@ascendlearningtrust.org.uk](mailto:info@ascendlearningtrust.org.uk) We hope you will feel inspired to apply to work within the Trust.

Yours sincerely

**Jane Coley**  
Ascend Learning Trust **CEO**

**Inspiring and Creating Futures for All**

# Alternative Provision Higher Level Teaching Assistant



**Salary:** Grade G, £23,114-£24,746 (DOE) FTE

**Actual Salary:** £19,881-£21,284 (DOE)

**Type of role:** Permanent, Full time

**Closing date:** Midnight, Sunday 21<sup>st</sup> July 2024

**Interview date:** W/C 29<sup>th</sup> July 2024

**Anticipated Start date:** 01/09/2024

## Job description

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge, and abilities required to do the job.

The criteria listed within the job description detail the areas which will be assessed at both application and interview. It is important that you identify the competencies, experience, qualifications, knowledge, and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the Trust brand style.
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, whistleblowing, confidentiality, and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Trust Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Promote the area of responsibility within the Trust and beyond.
- Represent the Trust at events as appropriate and as directed by the Chief Executive Officer.
- Support and promote the Trust ethos, vision, and values.

**Inspiring and Creating Futures for All**

# Job description

## **Role Summary:**

To support inclusion in the LINK Alternative Provision including the preparation and delivery of lessons to pupils under the direction of the LINK Manager. To deliver a range of Cognition and Learning / Speech language and Communication and Social Emotional and Mental Health interventions e.g. Lexia/Language for Behaviour and Emotions, Starving the Anxiety Gremlin. To teach and support lessons as directed by the Assistant Head teacher Personalised Learning.

## **Key Accountabilities:**

### **Pupils**

- Work with the LINK Manager and Curriculum Leaders, Learning Support, staff etc to ensure The LINK reflects the School's ethos and aims.
- Develop knowledge of a range of learning support needs and strategies.
- Prepare and develop resources for learning activities and reporting on the progress made by pupils.
- Give in-class support by: clarifying and explaining instructions; ensuring the pupil is able to use equipment/ materials provided; motivating and encouraging; supporting development of skills in literacy, numeracy, communication and social/ behavioral needs; helping pupils to concentrate on, and finish, work set; meeting physical needs whilst encouraging independence; liaising with LINK Manager and SENCo about Provision Maps.
- Lead in the monitoring and delivery of teaching of small groups of pupils as directed by the LINK Manager:
- Monitor pupils' responses to learning activities and encourage them to take an interest in their own learning.
- Develop and maintain effective relationships with individual pupils and groups to ensure that pupils achieve learning targets.
- Prepare appropriate resources and activities for sessions.
- Report on the progress of students LINK Manager & SENCO.
- To encourage acceptance and inclusion of pupils in mainstream classes on leaving the LINK.
- Develop methods of promoting/reinforcing self-esteem and independence.
- Accompany pupils on off-site activities and to class when transitioning into mainstream.
- Provide individual supervision in and out of the classroom for students with behavioral problems.
- Monitor directed students including the assessment, recording and reporting of achievement and mental well-being.
- Support with after school detentions.

**Staff**

- Assist and work collaboratively with the class teacher (and other professionals as appropriate) in the development of a suitable programme of support.
- Work collaboratively with staff to make reasonable adjustments to lesson plans, materials and teaching activities to ensure accessibility and inclusion for all.
- Contribute to the monitoring and delivery of Pupil Profiles where appropriate using a cycle of Assess, Plan, Do, Review to specifically provide a bridging strategy between intervention and the classroom.
- Provide regular feedback about pupils to the LINK Manager/ SENCo / Student Support Team.
- Attend meetings as required.
- Assist in the timetabling for students within the Link.
- Comply with any reasonable request as requested by a manager to undertake work of a similar level that is not contained within this generic role profile. This role profile may be changed by a manager in consultation with you.

**Supervision & management:** No direct line management responsibility but role must be an effective collaborator between School Staff, parents, pupils accessing the LINK and appropriate external agencies.

**Resources responsibility:** Create and prepare resources for supporting pupils in the LINK. No budgetary responsibility.

# Person specification

## Qualifications:

- GCSE or equivalent in core students including grade C in English and Mathematics
- IT literate including TEAMS, excel, publisher and word

## **Knowledge & Experience**

### **ESSENTIAL**

- A good standard of general education, to include Maths and English GCSE grade C or above, or
- further relevant experience in the absence of formal qualifications.
- Previous experience of working with children in a classroom setting, including alternative provision settings
- Good interpersonal skills with both adults and children
- Some knowledge of basic ICT applications
- Understanding and respecting the learning styles and preferences of pupil(s) and using this knowledge to support the pupil(s) when working on their own or in groups.
- Ability to contribute constructively to a team.
- Understanding of school roles in relation to pupils' pastoral support.
- Systematic approach to work and the ability to prioritise.
- Ability to self-evaluate personal learning needs and engage with staff development opportunities.
- Understanding and respect for confidentiality in relation to all issues connected with the role.
- To show initiative in a range of situations.
- A knowledge of a range of common SEN needs and developmental issues and how to support them.
- Ability to work in an environment that is ever changing
- Knowledge and experience of safeguarding matters in an education setting

### **DESIRABLE**

- Relevant qualification
- Evidence of HLTA status
- Level 3 Teaching qualification

### **PERSONAL QUALITIES**

- Team Player
- Inter-personal skills
- Excellent ICT skills
- Commitment to whole staff, faculty and other meetings
- Willingness to learn
- Stamina, drive, energy, enthusiasm and determination to succeed
- Commitment to excellence and high expectations
- Commitment to supporting extra-curricular learning
- Commitment to student safety and safeguarding
- Sense of humour





## How to apply

Applications should be submitted directly via MyNewTerm, you can access our careers page using the following link:

[Lawn Manor Academy MyNewTerm](#)



Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training, and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications is it not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

**If you would like to arrange a visit to the school, or for more information, please contact recruitment team on 01793 781485.**



# Lawn Manor Academy



**Our ILEARN values are at the heart of our strategies for success, we take pride in 'inspiring and creating futures for all'.**

## **Independence**

We strive together to foster a sense of independence in all of our young people in each of their endeavours. We focus on a positive approach to problem solving and improvement, whether it is in the classroom, on the sports field, or in friendships.

## **Literacy**

Literacy represents the key to lifelong education and we are committed to bringing excellence to life in every sense of the word. Excellent reading will allow all of our young people to find the success that they deserve as they move through life, furnishing them with adventure, information and the ability to communicate effectively.

## **Equipment**

Our role is to inspire and equip pupils with the necessary skills and learning that they will need to succeed in the future. In order for this to happen, pupils will need to have a thirst for learning and a desire to succeed in everything that they turn their hand to. Pupils will also need to be personally equipped with smart uniform and personal equipment.

## **Attitude**

At Lawn Manor Academy we are committed to extremely high standards of behaviour and have fostered an environment where the relationships that exist within the school, and the polite and respectful atmosphere that we enjoy, are commented on by all who visit the Academy.

## **Resilience**

By teaching our pupils how to demand the best of themselves, we will send them out into the world ready to embrace the challenges they will meet: whether they are in the boardroom, on the stage, in the lab or on the sports field, at home or abroad. A positive mind-set is important at Lawn Manor Academy.

## **Numeracy**

Making learning count and inspiring the children who come to our school means creating learners comfortable with the notion that numbers underpin all of nature: they fill our language and inform everything we do. We take skilling the next generation of the workforce to be numerate seriously.

**Inspiring and Creating Futures for All**

# About Ascend Learning Trust



**Welcome to Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'.**

As a community of schools we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued.



## **Compassion**

To always show kindness, inclusivity and empathy to each other and to encourage others to behave this way. To care for those around you and to consider the needs of all.



## **Aspiration**

To 'dream big' and to set your goals with no limits. You work hard towards your goals and follow your dreams and always believe that anything is possible.



## **Respect**

To treat everyone as you would always wish to be treated in both words and actions. This means listening to others, appreciating differences, showing kindness and always being considerate.

## **Dedication**

Always try your very best to commit to and achieve all of your goals and never give up even when things are tough. Face challenges courageously and keep focused on your goals.

## **Integrity**

Holding true to what you believe in and act in a way that shows this. Always be honest and if you are in the wrong accept feedback and apologise.

Our vision at Ascend Learning Trust is to create a sense of belonging for everyone. All our young people receive a holistic world-class education regardless of where they come from or their life challenges. They will leave their Ascend community with outcomes that opens doors to a fulfilling and successful future.

**Together we Belong, Believe, Become**



# Work for us

As well as our commitment to staff development opportunities we also offer a wide range of services which supports your employment journey with us, these include:

## Benefits

We also offer an excellent staff benefit package which includes discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- 10% off Eyewear
- 20% off Gym Membership
- 25% off monthly subscription to online gym memberships
- Hundreds of offers and discounts and cashback on local and national stores
- On site flu vaccinations
- Teachers and Wiltshire Pension scheme
- Generous annual leave for support staff up to 31 days + 8 bank holidays per year (with 5 years' service)
- Free onsite gym



## Professional Development

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom.

In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.





## Wellbeing

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory of Mindful Employer, we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school.

This includes:

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained mental health first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required.

## References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university, please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Online Search checks
- Health checks

Ascend 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. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation, or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

References will be obtained before interview at shortlisting stage and may be used in the interview process. If previous employment has included working with children, then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.