

## **ADVERT**

# **Learning Support Assistant (Cross-College)**

**Ref: ME2122041**

**Hours: This role is based around 15-25 hours per week over 35-36 weeks per year (individual requirements to be discussed at interview). On working days this post will be required to start at either 9am and/or be able to finish at 5pm**

**Salary: £19,824 per annum based on full time, full year hours. Actual salary will be dependent on hours and weeks worked.**

**Reporting to: Learning Support Assistant Supervisor**

**Primary Location: Northampton, Booth Lane Campus/Lower Mounts**

**Closing Date: The recruitment for these roles is ongoing**

**Interview Date: TBC**

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## About Northampton College

Northampton College is proud, as the leading provider of further education in the South East Midlands region, to have been ranked, in the 2018/2019 National Achievement Rates Tables (NART), as 7<sup>th</sup> out of more than 200 colleges for 16 to 18-year old education and training. As a college, who have been rated by Ofsted as 'good' with outstanding features, we are committed to developing the professional and technical skills of our students, who are the workforce and leaders of the future.

## The Team

The School of Academic & Vocational Support, services all learning support across the college. The school contains many teams which comprise of specialist teachers, practitioners, and support staff with diverse skills, that work with curriculum teams to support students in their learning. The roles within the school have a focus on supporting students with Special Educational Needs, Disability, and to help support the missed learning that has arisen due to the coronavirus pandemic.

## The Role

Learning Support Assistants work under the direction of class teachers and specialist practitioners to ensure that students with Special Educational Needs and/or Disabilities can access their classroom and learning, and the full college experience.

Support may be provided to students who have experienced previous challenges in accessing maths and/or English, or have medical, physical, sensory, life and social skills, emotional and/or mental health requirements, and the role has a focus on enabling students to learn independently. The role assists in maintaining quality of support for students and ensures that the records of support delivered to students is accurate.

## The Successful Candidate

**The successful candidate's knowledge, skills, experience, abilities and qualities will include:**

- Adaptability and Flexibility
- Awareness of Special educational needs and disabilities
- Strong communication skills
- Good English and maths knowledge
- Confidence in promoting independent learning
- A positive outlook

## Rewards and Benefits include

- Discounts through membership of the NUS, ranging from Student Prime (Amazon), to eating out, fashion, beauty, entertainment, technology and travel
- Eligible to join the Local Government Pension Scheme (a defined benefit scheme including an employer contribution rate of 22.9%)
- Access to continued professional development
- Free car parking
- On site Electric Vehicle charging
- Gym facilities
- 24 hours per day, 365 days per year Employee Support Helpline
- Enhanced maternity/shared parental and paternity schemes
- Paid Compassionate Leave - up to five working days paid absence (in a rolling twelve-month period) on compassionate grounds in the event of bereavement or serious illness of a close relative)

If you would like to be a part of our successful team please go to <https://www.northamptoncollege.ac.uk/working-for-us.html> for further details on how to apply.

**For further information regarding the role, please contact Thomas Goodridge – Assistant Principal for School of Academic & Vocational Support on [thomas.goodridge@northamptoncollege.ac.uk](mailto:thomas.goodridge@northamptoncollege.ac.uk) or telephone 01604 734082**

**Job share will be considered for this post**

**This post will require a Disclosure and Barring Service (DBS) check**

# **Job Description & Person Specification**

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The College has a culture of high expectations and high achievement, with 95% of students passing their qualifications and 94% progressing into employment or further study. The expertise, professionalism, and commitment of all our staff is critical to the students' and College's success as we strive for excellence in everything we do and our ambition to be an outstanding College.

## Values

- Respecting and helping each other
- Engaging people through teaching with expertise and enthusiasm
- Developing people through learning
- Bringing out the best in each other
- Playing our positive role in our community

## Working as part of the team

The School of Academic & Vocational Support are very proud to support Northampton College's culture of high standards, an inclusive working and learning environment, and a professional committed workforce who are focussed on supporting our students to achieve the best they possibly can.

The school services all learning support across the college. The team comprises of specialist teachers, practitioners, and support staff, with diverse skills that work with curriculum teams to support students in their learning, inclusive of those with Special Educational Needs and Disability.

## Role Specification

- To assist teachers within the classroom supporting groups of students with learning and/or physical disabilities and/or difficulties
- To be aware of lesson objectives
- To take direction from the teacher
- Act as the teachers' 'prompt' and advocate for the student

- In cases where appropriate, to support the student with note taking, reading, writing and comprehension of text
- Keeping students on task
- Take on responsibility for:
  - Revisiting the key points with students in need of consolidation work
  - Contribute to forward planning
  - Keeping a record of significant observation to share with the teacher
- To encourage the student to develop independent learning and study skills
- To encourage the student to develop independent living and social skills
- Providing 1:1 and / or small group study skills support to learners
- Participate in staff training, development, appraisal systems and observation processes to enhance personal performance and organisational effectiveness
- Record work completed onto the relevant electronic college systems, contributing to audit requirements
- Act as a key link between teaching staff, to ensure all are aware of the progress of students.

### **Generic Business Support**

- To support and contribute to the friendly and supportive ethos of the Faculty/Department, particularly in communications with learners and staff
- To maintain the highest professional standards
- To participate on appraisal and staff development
- To treat colleagues with dignity and respect
- To demonstrate an understanding of the significance of equality of opportunity and diversity, and implement it in all aspects of your work
- To always ensure a healthy and safe working environment, and take reasonable care for your own safety and that of other College users
- To comply with all approved College policies and procedures
- Ability to travel to other College sites as and when required.

The above list is not exhaustive. The responsibilities and duties may vary from time to time without changing the character of the post. You will be expected to adopt a flexible approach to ensure the efficient and effective running of departments.

## Other Information

### Dignity, Diversity and Inclusion

Northampton College is proud of its diverse cohort of students and is committed, morally and through statute, to the values of equality, diversity and inclusion.

To embed this throughout the College we encourage and welcome applications for job vacancies from people of all backgrounds. Our recruitment and selection processes incorporate anonymity of protected characteristics at both the shortlisting of applications stage and through selection process, wherever feasible.

This, along with other measures that promote full and fair consideration of all applications, along with the College's implicit ethos of inclusion, enables the College to promote equality of opportunity and eliminate unlawful discrimination on the grounds of: sex; race; disability; age; sexual orientation; gender reassignment; religion or belief; marital status, or pregnancy and maternity.

All members of the College's staff community are required to adhere to and promote the College's values of respect for each other, dignity, diversity and equal opportunity, enabling the continual evolution of a culture of inclusion, where diversity and difference is embraced and open, positive discussion is genuinely valued.

As importantly, the College will not tolerate unlawful discrimination, harassment or victimisation within the organisation.

Northampton College prides itself on being the College of the community and its role in enabling access to education and the provision of an inclusive learning environment, where respect and differentiation in learning is fundamental to our students' success.


### Safeguarding

The College is committed to the safeguarding the welfare of its students, staff and visitors.

Safeguarding checks, for example obtaining employment references and the completion of Disclosure & Barring Service (DBS) checks for all new/potential employees and regular visitors to the College, help ensure the safety of our College environment.

It is compulsory for all staff to complete safeguarding training both at the start of their employment and regularly throughout their employment to ensure they have the knowledge to fulfil their safeguarding responsibilities in respect to keeping children safe in education. This includes being able to work with students to develop their understanding of the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs, and for those without faith.

The College has policies and procedures in place to deal effectively with child protection and safeguarding issues, including those which align with the PREVENT counter-terrorism strategy.



Additionally, the College has robust Safeguarding recording and monitoring processes which correlate with current safeguarding legislation.

### **Professional Development and Performance and Appraisal Reviews**

In addition to mandatory training in respect to Equality and Diversity, Safeguarding and Data Protection (and any other training that the College considers all members of the staff community to undertake), professional development opportunities are available to all members of staff to help them to reach their full potential within their role.

The ability of all members of our staff community to reflect on their performance and both areas of success/achievement and development is a fundamental aspect of the College's ability to continue to improve its quality and outcomes for students. In joining Northampton College, you will be expected, as a professional in your area of expertise, to continually seek ways to enhance your contribution to the organisation, with the Performance and Appraisal Review, with your line manager, being one element of this.

### **Health and Safety**

Under the Health & Safety at Work etc Act 1974, in addition to the College's responsibility to the welfare of its staff community, it is the responsibility of individual staff to take care of their own health and safety at work and that of others who may be affected by their actions.

All members of the College community are required to comply with health and safety obligations, including the prompt reporting of any defects, risks or potential hazards.

### **Data Protection**

The College's stakeholders should be confident that the College hold data in accordance with the Data Protection Principles of: Lawfulness, Fairness and Transparency; Purpose Limitation; Data Minimisation; Accuracy; Storage Limitation; Integrity and Confidentiality (Security), and Accountability.

As such, there are internal policies and controls in place to ensure that data is not lost, accidentally destroyed, misused or disclosed and is not accessed except by those authorised to do so in the performance of their duties. It is paramount that all usage and retention of data complies with the Data Protection Act 2018, General Data Protection Regulation (GDPR) and the Computer Misuse Act 1990 and that, as an employee you adhere with all protocols in this regard.



## Person Specification

| The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form. | Essential/<br>Desirable | Assessment<br>Method |
|---|-------------------------|----------------------|
| <b>Qualifications</b>   |                         |                      |
| <ul style="list-style-type: none"> <li>Educated to level 2 GCSE standards, particularly in English and Maths or willingness to work towards from appointment or relevant experience</li> </ul>  | E                       | A                    |
| <ul style="list-style-type: none"> <li>Grade 4/C GCSE English and Maths</li> </ul>  | D                       | A                    |
| <ul style="list-style-type: none"> <li>First Aid Certificate or willingness to achieve this</li> </ul>  | D                       | A                    |
| <ul style="list-style-type: none"> <li>Qualification related to supporting young people with special educational needs or willingness to achieve this</li> </ul>                                | E                       | A/S                  |
| <b>Experience</b>   |                         |                      |
| <ul style="list-style-type: none"> <li>Experience of supporting young people in education</li> </ul>  | D                       | A/S                  |
| <ul style="list-style-type: none"> <li>Experience of working in an education or care setting</li> </ul>   | D                       | A/S                  |
| <ul style="list-style-type: none"> <li>Experience of working with young adults with disabilities</li> </ul>   | D                       | A/S                  |
| <b>Knowledge/Skills/Abilities</b>   |                         |                      |
| <ul style="list-style-type: none"> <li>Ability to communicate clearly and concisely at all levels whilst understanding your customer's needs</li> </ul>   | E                       | A/S                  |
| <ul style="list-style-type: none"> <li>Ability to be self-motivated, to reflect on own performance within a role and to identify areas of learning/improvement</li> </ul>                       | E                       | A/S                  |
| <ul style="list-style-type: none"> <li>An understanding of promoting independent learning</li> </ul>  | E                       | A/S                  |
| <ul style="list-style-type: none"> <li>The ability to work in various areas of the college, with a wide variety of staff</li> </ul>   | E                       | A/S                  |
| <ul style="list-style-type: none"> <li>Understanding of safeguarding as it pertains to the Further Education Sector</li> </ul>  | E                       | A/S                  |
| <ul style="list-style-type: none"> <li>Understanding of the benefits of equality, diversity and inclusion within society</li> </ul>   | E                       | A/S                  |
| <ul style="list-style-type: none"> <li>Understanding of the principles of Data Protection</li> </ul>  | E                       | A/S                  |

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|---|-------------------------|----------------------|
| <ul style="list-style-type: none"> <li>Ability to travel effectively, for example to other College campuses (Daventry and Northampton)</li> </ul>   | D                       | A/S                  |
| <ul style="list-style-type: none"> <li>An awareness of the Special Educational Needs and Disability Code of Practice 2015</li> </ul>  | D                       | A/S                  |
| <ul style="list-style-type: none"> <li>A coaching/facilitation approach to supporting learning.</li> </ul>  | D                       | A/S                  |
| <b>Attributes</b>   |                         |                      |
| <ul style="list-style-type: none"> <li>Demonstrable commitment to the values of the college [Passionate, Inclusive, Innovative &amp; Optimistic], including its commitment to promoting equality and diversity in employment</li> </ul> | E                       | A/S                  |
| <b>Level of Physical Ability and Activity</b>   |                         |                      |
| <ul style="list-style-type: none"> <li>Occasional lifting may be required</li> </ul>  | E                       | A/S                  |
| <ul style="list-style-type: none"> <li>Need to move around site will be required</li> </ul>   | E                       | A/S                  |

**E** = Essential   **D** = Desirable

**A** = Application Form   **S** = Selection Process