



Independence Support Assistant

Salary KR4 £14,555 Actual Salary for
8.30am – 3.30pm (plus one night a week until 4pm)
DSTC Term Times only.

Fixed term contract to 31/8/23 in the first instance
Training will be provided for the right candidate



The Governors of DSTC wish to appoint a Learning Support Assistant to support a named SEND student in lessons, conducted by a teacher, as allocated.

Duties will include:

- To provide individual support as identified within High Needs Funding (HNF) of named SEND students.
- To assist classroom teachers in devising a highly personalised and differentiated curriculum.
- To log contact with parents / other external agencies on SIMs and liaise with Study Centre Lead regarding these.
- To provide 1:1 and small group withdrawal as specified.
- To provide named students with support / supervision during unstructured times, such as break and lunch.
- To liaise with parents via discussions during handovers, or by phone or email, as appropriate.

PERSON SPECIFICATION – Learning Support Assistant

Detail	Examples	Essential	Desirable
Specific qualifications & experience	Successful experience working with children in a school environment Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience GCSE A-C (Grade 4 and above) Maths and English	x	X X
Literacy	Good reading and writing skills	x	
Numeracy	Good numeracy skills	x	
Technology	Knowledge of basic ICT to support learning	x	
Written	Ability to write basic reports	x	
Verbal	Ability to use clear language to communicate information unambiguously	x	
Languages	Overcome communication barriers with children and adults	x	
SEN	Ability to understand and support children with developmental difficulty or disability		x
Curriculum	Good understanding of the school curriculum Knowledge of literacy/numeracy strategies		x x
Child Development	Good understanding of the general aspect of child development Ability to assess progress and performance	x	x
Health & Well being	Understand and support the importance of physical and emotional wellbeing	x	
Relationships	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults	x	
Team work	Ability to work effectively with a range of adults	x	
Information	Know when, how and with whom to share information	x	

	Ability to follow instructions accurately	x	
Personal	High expectation of self and others	x	
	Good organisational skills	x	
	Remain calm under pressure	x	
	Ability to ensure confidentiality	x	
	Ability to use own initiative	x	
	Approachable	x	
	Ability to work well within a team	x	
	Reliable and trustworthy	x	

Dear Applicant

Thank you for your interest in working at DSTC. This is a great opportunity for someone who wants to make a difference to the lives of girls in Dartford by broadening their knowledge, skills and understanding.

Teaching morale in the school is high as we are all working to the same vision namely:

“Educating and empowering citizens of the future”

Some of our girls choose to come to us having passed the Kent selection test and we have a clear duty to ensure that they can reach the highest grades possible. We do this through our express group who work at an accelerated pace.

We proactively support our girls through their adolescent years to empower them and support them to become morally well-grounded young ladies. Our pastoral care is excellent.

Community values feature high in the College ethos where we work in partnership with a host of groups to give something back, our annual Community Day is a unique and amazing example of this.

We are a Co-operative Trust School and embrace the values of self-help, self-responsibility, democracy, equity, equality and solidarity.

The successful applicant will join a popular and ever-evolving team of incredible staff.

I look forward to receiving your application.

Yours sincerely

Anne Davis

Anne Davis
Principal



OUR SCHOOL

Why work at Dartford Science and Technology College?

DSTC is a small, non-selective secondary school for girls in Dartford. We are family-centred with high aspirations and pride ourselves on excellent pastoral care. There is a strong sense of community, based on excellent relationships between staff, pupils and parents. In 2017 Ofsted graded the school Good overall and Good in each category and in March 2022 they said that DSTC continues to be a good school.

"The school is a safe space for pupils to learn and develop as young citizens. The school has high expectations of pupils' behaviour, with strong systems to manage it. As a result, pupils behave very well. 100% of staff feel proud to work at DSTC and 85% of parents who responded to Parent View would recommend DSTC to other parents" (Ofsted March 2022).

Lessons at DSTC have a calm and purposeful atmosphere with the students showing a genuine interest in learning. Our teachers tell us they enjoy being able to teach and enable the students to learn without disruption.

We are a Co-operative Trust school and are committed to supporting our workforce to be the best they can be. We can offer accelerated professional development with a personalised approach to developing all staff through coaching, mentoring and both internal and external training. Our new staff will have unparalleled opportunities to learn and bring excellent practice to bear in raising achievement for the students of DSTC.

DSTC is easily accessible by car, cycle or public transport. We are a 5-10 minute drive from both the A2 and M25 and only a 15-minute walk from Dartford Station where both trains and buses run frequently. We have free parking on site for all staff.

THE ROLE

To provide individual support as identified within High Needs Funding (HNF) of named SEND students, including where needed physical help moving students in and out of classroom situations. (Please see attached job description for further details)

WHAT WE CAN OFFER YOU

Additional Benefits:

- Free on-site parking
- Free tea and coffee
- Kent Reward Scheme

- Induction programme
- Free use of the school gym

HOW TO APPLY

An application form is available on our website www.dstc.kent.sch.uk, completed forms should be emailed to Susie Wells (Susan.Wells@dstc.kent.sch.uk) or posted to the school address. Applications by CV are not accepted. Applications can also be made online through Kent Teach. In cases where we receive a high volume of applications for a post we may bring the closing date forward. You are therefore advised to submit your completed application form as early as possible to avoid disappointment.

DSTC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

HOW TO CONTACT US

Dartford Science and Technology College
Heath Lane, Dartford, Kent DA1 2LY
Tel: 01322 224309 www.dstc.kent.sch.uk

If you would like any further information please contact Susan Wells on 01322 224309 or by email to Susan.wells@dstc.kent.sch.uk



JOB DESCRIPTION

Name:

Post Held: Learning Support Assistant

Responsible to: SEND Lead

Hours per week: TBC

Weeks per year: Term time only

CORE DUTIES AND RESPONSIBILITIES FOR ALL DSTC SUPPORT STAFF

- To adhere to the College's Staff Code of Conduct.
- To be aware of and to follow the most up to date GDPR regulations.
- Safeguarding
 - To be committed to safeguarding and promoting the welfare of all young people.
 - To undertake annual safeguarding training.
 - To follow the most up to date version of Keeping Children Safe in Education and to use identified school procedures to Recognise and Refer.
- Health and Safety
 - To take personal responsibility for the health and safety of yourself, your colleagues, students and visitors.
 - To report any shortcomings in the employer's health and safety arrangements for the protection of people at work and those who may be affected by them (this is your duty in law under the Management of Health and Safety Regulations 1999).

KEY DUTIES & RESPONSIBILITIES:

- Establish positive relationships with students and staff.
- To support named SEND student(s) in lessons, conducted by a teacher, as allocated.
- To provide individual support as identified within High Needs Funding (HNF) of named SEND students.
- Implement planned learning activities/ teaching programmes as agreed with the teacher, adjusting activities according to students' responses as appropriate on a 1-2-1, small; group and or in the class setting.
- To liaise with parents via discussions during handovers, or by phone or email, as appropriate.
- To attend relevant in-service training.
- To be a key worker for SEND students

- To assist classroom teachers in devising a highly personalised and differentiated curriculum.
- To log contact with parents / other external agencies on SIMs and liaise with Study Centre Lead regarding these
- To evaluate and plan weekly support and prepare appropriate work.
- To complete reports for Annual Reviews and to help implement the targets set.
- To complete Provision Map / Personalised Plans with named students and key students three times yearly.
- To provide named students with support / supervision during unstructured times, such as break and lunch.
- Promote positive student behaviour in line with school policies and help students keep on task
- To liaise with parents via discussions during handovers, or by phone or email, as appropriate.
- Empower students to become independent learners
- To attend relevant in-service training.
- To be supportive of school procedures.
- To work as part of a team.
- Model positive behaviour
- To keep a daily record of support in own planner.
- To keep a daily record of parental conversations in planner, and to discuss these with SEN Lead and/or SENCO.
- Such other duties as the Principal or Governors may require from time to time.

This job description is not a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the post holder.