



Job Description

POST:	Learning Support Assistant (LSA)
TEAM:	Oasis Restore
RESPONSIBLE TO:	Head of Inclusion or Heads of Department
SALARY:	SCP 5-7 (£21,575 – £22,369)
LOCATION:	Oasis Restore secure school in Rochester, Medway, Kent.
WORKING PATTERN:	Full time
DISCLOSURE LEVEL:	Enhanced

About Oasis Restore

Oasis Restore is the country's first secure school that is a proof-of-concept policy initiative funded by the Ministry of Justice (MoJ) and the Youth Custody Service. Oasis Restore's mission is to transform the life chances of children aged 12-18 years in the criminal justice system through delivering psychologically informed, integrated practice that centres on trusted, safe relationships between staff and children. Oasis Restore is a learning community that embeds hope, stability and opportunity for children beyond the secure school.

Job Purpose

To support with all aspects of academic, social and emotional learning for children within Oasis Restore to enable them to reach their full potential. To contribute, under the direction of the Teachers and Head of Inclusion, to the development and implementation of a package of learning opportunities and support that is psychologically informed and successfully prepares children for their individual pathways outside of Oasis Restore.

We recognise this role is unique and does not exist as such within the youth justice sectors. From our experience of building new organisations from scratch – and of developing schools – we have learnt that we need to be agile and respond to learning and development of our structures. We welcome and expect on-going dialogue with the successful candidate to refine and develop the detail of these responsibilities to ensure it reflects the needs and demands of the post. Therefore, the following is not exhaustive.

Specific Responsibilities

Core responsibilities

- Demonstrate an informed approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase achievement and independence of all pupils including, where appropriate, those with special educational needs and disabilities (SEND)
- Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and enrichment activities
- Observe and engage with student performance across a range of areas and feedback observations and reflections to the class teacher and other colleagues within the wider school community
- Support with the social, emotional and mental health needs of pupils, escalating concerns to colleagues as necessary
- To deliver individual intervention sessions as appropriate
- Be alert to the physical, social and intellectual development of pupils, and know how to adapt provision to support their education at different stages of development
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language and those with disabilities
- Work alongside teaching and non-teaching staff to support with the design of targeted resources to support pupils access the learning outcomes
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English.

Planning, Delivery and Assessment

- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of student performance
- Read and understand lesson plans shared prior to lessons, if available
- Support with preparation of the classrooms and learning environments
- Contribute, where appropriate, to the planning and preparation of learning activities, and to work with teaching staff to plan their role in learning activities

Professional Responsibilities and Culture

- Promote the ethos and principles of Oasis Restore, rooted in strong relationships, and consistent boundaries by establishing an environment which is safe, empowering and promotes enquiry for all pupils
- Have a caring, responsive and open attitude to pupils, ready to understand them in the context of their life histories, ongoing journeys, strengths and needs
- Be a positive role model; consistently modelling healthy relationships and championing restorative practice
- Maintain excellent relationships and work collaboratively with staff across Oasis Restore to remove potential barriers to successful engagement of children in all education, enrichment and wider activities
- Play an active role in the meetings involving children, alongside the inter-disciplinary team in both the school and the home (both are part of Oasis Restore)
- Engage in ongoing training opportunities and development, including attending supervision and reflective practice
- Be accountable for your subject knowledge, actively prioritising upskilling or personal learning in collaboration with your line manager
- Stay up to date with developments in the subject and curriculum areas that you support with as well as with safeguarding

- Champion effective use of formulation, which includes the understanding children’s stories and histories to determine their exposure to trauma, childhood adversity and risk, to identify protective factors that will inform their learning journeys
- Use empathy, curiosity, playfulness and acceptance in your interactions with children, in recognition of their developmental needs
- Promote a culture of curiosity; the acceptance that we will get things wrong and the confidence to explore ways of improving through accountability and engaging with inter-disciplinary practice
- Nurture and care for the pupils through fostering good interpersonal relationships, and engaging in wider their Oasis Restore life
- Be committed to ensuring the wellbeing of pupils, staff and the wider school community
- Have high expectations of behaviour and establish a classroom culture, in line with Oasis Restore policy, using reward, sanction, praise and other strategies consistently and fairly to involve and motivate children
- Take responsibility for promoting good and courteous behaviour both in classrooms, and around the school, in line with the Oasis Restore Restorative Policy, exercising appropriate authority and acting decisively when necessary

Safeguarding and Compliance

- Oasis is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check
- You will need to take an active role in ensuring that we are meeting our safeguarding and Keep Children Safe in Education statutory obligations through attending regular training and following the principles learned at all times
- You will monitor and maintain good practice in accordance with the Children’s Homes Regulations 2015, the Children Act 1989, Ofsted, the RCPCH Healthcare Standards for Children and Young People in Secure Settings (CQC), Oasis Restore ethos and values and other relevant legislation
- You would support the Registered Manager in the implementation of the statutory responsibilities in meeting the safeguarding requirements outlines in the Statement of Purpose

Other

- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed

Signed:

Employee:		Line Manager:	
Print Name		Print Name	

Date		Date	
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Person Specification

Our Purpose

Oasis exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our pupils as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Oasis Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each academy community.

PERSON SPECIFICATION

	Criteria <i>(Essential and desirable)</i>	How it will be assessed
Values and ethos	<ul style="list-style-type: none"> • An enthusiasm for demonstrating commitment to the values and behaviours which flow from the Oasis ethos. • Relationships; The conviction that providing the best care for children depends on the foundation of building deep, trusting and boundaried relationships characterised by unwavering commitment and integrity • Discovery; The commitment to gaining knowledge and understanding through learning as you 'do', remaining reflective and open to ongoing experiences, ideas and learning • Community; The belief that we are interdependent and equally responsible for the environment we create, and that the journey of discovery and relating is brought to life in community 	A, I
Competencies	<ul style="list-style-type: none"> • Ability to persevere and build good relationships, developing mutual respect and understanding while maintaining boundaries. • Be curious to explore and discover yourself, our cohort and their contexts, new perspectives, and the world around you. • Be self-aware and reflective in your practice, persevering to remain open, with the capacity to foster this in others. • An interpersonal style and preparedness to engage with colleagues and children in a way that is compassionate, trustworthy, direct and responsive. 	A, I

	Criteria <i>(Essential and desirable)</i>	How it will be assessed
	<ul style="list-style-type: none"> • Capacity to lead by inspiration and example, able to offer containment to children and staff and to respond calmly and creatively to challenges as they arise. • Ability to work integratively and inclusively, promoting partnership working within and between teams and demonstrating the ability to seek out and harness the views and contributions of others. • Ability to collect and interpret data to prepare and plan for children's care, enrichment, learning and transitions. 	
Qualifications	<ul style="list-style-type: none"> • Teaching Assistant or Learning Support Assistant Qualification • Level 2 qualifications in English and Maths • Willingness to work towards completion of the HLTA qualification • Level 2 or 3 qualification in childcare or equivalent (desirable) 	A
Experience, skills & knowledge	<ul style="list-style-type: none"> • LSA experience in a school, including covering lessons • Delivering small group/individual literacy and/or numeracy interventions • Effective use and development of a wide range of strategies for managing dis-affection, poor behaviour and under achievement in the classroom • Knowledge of working with children who are neurodiverse and have special education needs, knowing how to develop effective learning strategies to support pupils and colleagues to ensure the best outcomes for all • Knowledge of technologies and their capacity to improve teaching and learning • Understanding of trauma informed practices and how to embed these in teaching practice • Experience working outside of Mainstream Education (desirable) • Experience of education within a multicultural and multifaith community (desirable) • An understanding of emotional literacy developments to support learning and teaching (desirable) • Knowledge of the statutory responsibility for children in custody, children looked after and those with additional needs (desirable) • Working knowledge of Ofsted's Education Inspection Framework and Working Together to Safeguard Children (2018). Knowledge of Children's Home Quality Standards and the Care Standards Act (2020) (desirable) 	A, I