



St Michael's Prep School
The Joy & Wonder of Learning



KS2/3 Learning Support Assistant 1:1 / Teaching Assistant

**Salary: £23,433.53 FTE (paid pro
rata for term time, actual
annual salary £17,784.38)**

**Application Deadline:
Monday 24th January 2022
9am**

To start: 19.04.2022

**Full Time: 40 Hours per week
Monday – Friday 8:00am – 4:00pm
Term time plus INSET days (34
weeks per year)** *We would consider splitting this role
into two part time 20 hour per week roles*

**Interview Date: Week
commencing 31st January
2022**



St Michael's Prep School is a co-educational day school, rated 'Excellent' by the ISI in March 2017 with approximately 460 children aged 2-13, enjoying a beautiful location, overlooking 90 acres of land. Our state-of-the-art Pre-Prep building sets each child on a learning journey that is rich, active and inspiring. Children continue into the Prep School, taught by a large number of specialist professionals who work throughout the school to provide a rich array of curricular and co-curricular opportunities.

Are you passionate about helping children fulfil their potential? Do you have experience working with children in Key Stage 2 (KS2) or Key Stage 3 (KS3)? Do you have the ability to inspire children and encourage them to have self-belief? Would you like to be given the opportunity to lead group sessions and to support children in their learning? Are you looking for a varied role which enables you to support a variety of children across a variety of subjects? Then look no further. Come and join the team at St Michael's as a Learning Support Assistant (1:1) supporting a child with an Education & Health Care Plan (EHCP) and also working as a Teaching Assistant.

We are looking to appoint a Learning Support Assistant to work 1:1 with a child with an EHCP. The appointed person will assist teachers in the classroom and provide 1:1 support for pupils with additional needs and an EHCP, currently in KS2 and KS3. We are looking for someone experienced in working with children who need encouragement, explanation, consistent boundaries and stimulation following the child's interests and aptitudes. You must be committed to helping to provide an inclusive education and be passionate about improving the outcomes for all pupils. We would consider splitting this position into two 20 hour posts.

The successful candidate will be caring and gentle, with the ability to quickly assess the child's needs. You will need to work closely with the teaching team, to ensure that the child's needs are met at every level. You will be able to follow recommendations from professional reports and incorporate these into the school routines, feeding back to other staff and parents where and when necessary.

To apply for this post, please complete a non-teaching application form (downloadable from our website) and send a letter of application including details of what skills, qualities and experience you have any why you would like to apply for the position.

Both documents must be in MS Word or PDF format only please.

Apply to Mrs Kim d'Albertanson at recruitment@stmichaels.kent.sch.uk

APPLICATION DEADLINE: 9am Monday, 24th January 2022

INTERVIEW DATE: Week commencing 31st January 2022

St Michael's Prep School is committed to safeguarding and promoting the welfare of children and the successful applicant will be subject to an enhanced disclosure through the Disclosure and Barring Service.



JOB DESCRIPTION –LEARNING SUPPORT ASSISTANT / TEACHING ASSISTANT

RESPONSIBLE TO:

- Director of Learning Development
- Deputy Heads of Prep
- Head of Prep
- Governing Body

JOB PURPOSE

- To develop and maintain the outstanding provision of St Michael's. Ensuring the smooth day to day running and offering support and care to children and their families
- To ensure the well-being, happiness and success of each child in an KS2 / KS3 setting
- Promote children's independence and self-esteem through enabling their success
- Work with and support the Prep or Pre-Prep staff in all aspects of the school life
- Provide 1:1 support to AEN children when required
- 1:1 Support for a child with an EHCP, this role will terminate when the child leaves St Michael's

KEY RESPONSIBILITIES

Supporting Teaching and Learning

- To assist, as directed, the work of individuals and small groups
- Plan and conduct group / one-to-one teaching, in line with teacher's plans and individual education plans as appropriate
- Prepare material to support group / one-to-one teaching
- Co-operate with colleagues within the school in the planning and delivery of high quality, differentiated learning for all children
- Use experience to support all pupils' learning and support the promotion of positive behaviour
- Keep records of progress of groups and individuals
- Supervise and provide support for pupils both in class and at other times
- Liaise with class teachers and the Director of Learning Development to track progress of children using Provision Map
- Undertake routine marking of pupils' work as appropriate
- To contribute to the broader life of the school, for example by supporting extra- curricular, social and other activities
- To maintain displays of children's work in and around classroom areas
- To support equal opportunities for all children and staff
- Be aware of confidential issues and your responsibilities relating to GDPR





1:1 work with AEN Pupils

- To aid the pupil to learn as effectively as possible both in group situations and on his/her own by, for example:
 - clarifying and explaining instructions
 - ensuring the pupil is able to use equipment and materials provided
 - motivating and encouraging the pupil as required by providing levels of individual attention, reassurance and help with learning tasks as appropriate to pupil's needs
 - assisting in all weaker areas of school life.
 - using praise, commentary and assistance to encourage the pupil to concentrate and stay on task
 - liaising with class teacher, Director of Learning Development and other professionals about Education and Health Care Plans (EHCPs), contributing to the planning and delivery as appropriate
 - helping to make/modify appropriate resources to support the pupil
- To establish supportive relationships with the pupil concerned
- To promote the acceptance and inclusion of the pupil with AEN, encouraging pupils to interact with each other
- Monitor the pupil's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes
- To give positive encouragement, feedback and praise to reinforce and sustain the pupil's efforts and develop self-reliance, self-esteem and a can-do attitude.
- To support the pupil in developing social skills both in and out of the classroom, playground, grounds.
- To support the use of ICT in learning activities and with specific programmes to support learning
- To provide regular feedback on the pupil's learning and behaviour to the teacher/Learning Development Manager, including feedback on the effectiveness of the strategies adopted
- When working with a group of pupils, understand and use group dynamics to promote group effectiveness and support group and individual performance
- To know and apply school policies on Safeguarding, Health and Safety, Behaviour, Teaching and Learning, Equal Opportunities etc.
- Where appropriate to develop a relationship to foster links between home and school, and to keep the school informed of relevant information
- To be aware of confidential issues linked to home/pupil/teacher/school
- To contribute towards reviews of the pupil's progress as appropriate
- To comply with legal and organisational requirements for maintaining the health, safety and security of yourself and others in the learning environment
- To take part in training activities offered by the school to further knowledge and skills of working with a child with specific learning difficulties





- To be willing to support playground/break time supervision e.g. educational games
- To accompany teacher and pupils on educational visits

Pastoral Care

- To ensure the well-being, happiness and success of each child
- To promote children's independence and self-esteem through enabling their success

Communication

- To treat children at all times in a manner consistent with specific school policies and the broader ethos of the school
- To maintain and foster links with parents / families through formal and informal parents' meetings and other meetings as necessary.

Teamwork

- To participate in all necessary duty rotas within and around the school day
- To co-operate with colleagues in teaching and curriculum planning and to provide cover for teachers as the need arises
- To maintain an appropriate and professional standard of personal appearance
- To support the school policies, procedures and development plans as defined by the school's Senior Leadership Team and Governing Body
- To participate in in-service training as part of career and curriculum development, in line with school needs
- To be in school during the 'school day' and for such additional hours as are necessary to discharge effectively all professional duties
- To have regard to the health and safety of children, staff, parents and visitors to the school
- To safeguard and promote the welfare of all children
- To have respect for the confidential nature of the post

OTHER DUTIES

The post-holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed.



PERSON SPECIFICATION

St Michael's Prep School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Our staff need to be:

- Fully qualified and eligible to work in the UK
- passionate about working with children and developing young lives
- committed to excellent provision for all children
- great communicators
- organised
- proactive
- efficient
- reliable
- flexible
- great team players
- computer literate
- sympathetic to the Christian ethos and values of the school

Our Teaching Assistants / Learning Support Assistants need to have:

- a warm and encouraging manner
- experience of working with children in KS2 or KS3
- relevant Early Years qualifications NVQ3 or equivalent experience (applicants with experience may be considered but without NVQ3 or equivalent qualification, salary will be £20,068.16 (pro rata actual term time salary is £15,230.30)
- strong literacy and numeracy skills (GCSE Grade C or above in English and Maths)
- the ability to plan learning activities for individuals and small groups
- experience of working with children with a range of emotional and behavioural difficulties
- the ability to form and maintain suitable relationships and personal boundaries with children
- imagination, creativity and lots of energy
- patience and initiative
- commitment
- the strength to work with challenging behaviours
- an enhanced disclosure via the DBS (which the school would facilitate)
- a sense of humour

It is desirable for our Learning Support Assistants / Teaching Assistants to have:

- Level 1 Safeguarding Training (the school can facilitate this if not already held)
- First Aid Certificate (the school can facilitate this if not already held)





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“At St Michael's we work as a team: teachers, pupils and parents.”

-Deputy Head of Pre-Prep