



NESTON
HIGH SCHOOL

Grade 6 - Learning Support Assistant

APPLICATION PACK

Neston High School
Raby Park Road
Neston
Cheshire
CH64 9NH

Headteacher: Mr K Simpson

www.nestonhigh.com

✦ *Shaping extraordinary lives* ✦



Open letter from Mr K Simpson (Headteacher)

Dear Colleague,

Neston High School is a large 11 – 18 rural fully inclusive comprehensive school with approximately 1,750 students on roll. We are consistently over-subscribed and are proud to serve our local families and the community who travel into the area to learn in our state of the art multi-million new build and grounds. Within our centre for learning you would be joining a dedicated team of colleagues, who consistently strive to shape extraordinary lives by providing all of our young people with the opportunities to explore, dream and discover their holistic potential.

As we continue to inspire our young people and further enhance their life-chances, I hope that the information provided inspires you to join us and help lead us forward into new exciting adventures.

For further information on the school, a more global understanding can be found from the website at www.nestonhighschool.com.

We really believe in true working partnerships thereby if you have any questions please contact the school direct in order to fully understand the exciting opportunity to join us in the near future.

Kindest regards

Keith Simpson
Headteacher



Learning Support Assistant Grade 6

Grade 6 (Actual pro rated pay: £19,777 - £21,406)

37 hours per week - Term Time plus Inset

Do you enjoy working in a busy and vibrant environment?

Do you have excellent interpersonal skills?

Do you have enjoy working with children and helping them to achieve their learning potential?

If you are excited by your answers to the above questions then you may be the right candidate to join our team.

This vacancy at Neston High School is an outstanding and unique opportunity for the right person to become a fully functional, multiskilled member of a highly inclusive and collaborative team that strives to offer exemplary support of the learning of young people with Special Educational Needs across all areas of the curriculum.

We pride ourselves on being a versatile, empathetic, and intuitive team which develops bespoke, personalised programmes of support to meet the needs of all of our students and provides them with the opportunity to maximise their potential, whatever that potential may be. The role of Support Mentor offers a rare opportunity in that it will give you the chance to work with and develop a team which truly focuses on the individual.

If you feel working as a Support Mentor in the SEND Team at Neston High School may be the right place for you, I hope you will consider applying for the post.

If you wish to find out more about this opportunity please speak to Mrs Nisbet, SENDco

Should you choose to apply, please provide the following:

- Application form. Please ensure that your application accounts for any gaps in employment.
- Please include the names and addresses of two professional referees (one of which must be your current employer). Referees will not be approached until the final stages of the process.
- A supporting letter that sets out the reasons for your interest in the role and how you meet the required criteria.
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The school is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. The successful applicant must have enhanced DBS disclosure and satisfactory references. The School is an equal opportunities employer.

Closing date: 9am Monday 4th July 2022

Applications should be returned by email marked FAO Mr K Simpson Headteacher to Mrs Helen Leadbetter, PA to the Headteacher leadbetterh@nestonhigh.com





Criteria	Essential	Desirable	Evidenced From?
Qualifications	<ul style="list-style-type: none"> • 5 GCSEs including English & Maths • NVQ L3 or equivalent qualification in learning support • Evidence and commitment to ongoing professional development 	<ul style="list-style-type: none"> • Relevant SEN qualifications 	<ul style="list-style-type: none"> • Application form • Interview • Certificate •
Experience	<ul style="list-style-type: none"> • Set high expectation which inspire, motivate and challenge • Promote good progress and outcomes • Demonstrate knowledge of SEND and how this impacts on curriculum access • Support in ensuring delivery of learning takes into account specific needs • Manage behaviour effectively to ensure a good and safe learning environment • Communicate and work effectively • Ability to motivate and inspire • A track record of excellence in enabling young people to achieve and exceed targets 	<ul style="list-style-type: none"> • Experience in an 11-19 setting • Demonstration of high expectations • Success in educational settings • Experience of working with students with diagnoses SEND • Able to support the differentiation of teaching to respond to the strengths and needs of students with diagnosed SEND • Understanding the commitment to the schools wider focus on student attainment 	<ul style="list-style-type: none"> • Application form • Interview • References
Abilities and Skills	<ul style="list-style-type: none"> • To enhance the current school vision and ethos • To support and motivate teams • To take and act upon initiative • To communicate effectively with parents. • To safeguard and promote child safety and welfare • Effective communication and listening • A creative approach to problem solving • Strong interpersonal skills • To secure the professional respect of colleagues. • Effective organisational skills <p>Proven ability to:</p> <ul style="list-style-type: none"> • Generate enthusiasm for new ideas • Inspire others with confidence 	<ul style="list-style-type: none"> • Excellent working level of ICT skills and SIMS system • Evidence of mentoring • Able to effectively resolve personnel issues • Training and understanding of child protection • Training and experience of working with students with a variety of Special Educational Needs 	<ul style="list-style-type: none"> • Application • Interview • References

	<ul style="list-style-type: none"> • Communicate effectively to groups and individuals, orally and in writing • Resolve conflict through active listening and negotiation • Demonstrate a flexible approach and a willingness to listen to others • Good organisational skills • Provide advice and guidance to parents and carers in a positive and clear manner • Remain calm when working under pressure. • Ability to show patience and empathy 		
Qualities	<ul style="list-style-type: none"> • Clear commitment to achieving the best for all members of the school community • Belief in inclusion, achievement and aspiration • Strong sense of justice and mutual respect • A dynamic and solution focused approach • Evidence of successful experience in managing change • Ability to analyse situations, prioritise and help to implement realistic solutions • Ability to establish and develop good relationships with all involved in the school. • Commitment to the school's wider community. • Ability to inspire all in a love of learning Ability to support students Special Educational Needs as well as their emotional, personal and social development. 	<ul style="list-style-type: none"> • Experience of supporting staff. 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge	<ul style="list-style-type: none"> • Effective educational support and intervention strategies • Demonstrate a good level and understanding of ICT • Knowledge of how to deal with safeguarding issues in school. • Behaviour management techniques for groups and individuals. • Know how to develop effective rapport with students, this being based on high expectations and establish a purposeful learning environment. 	<ul style="list-style-type: none"> • Knowledge and experience of current good practice and development in special education provision. • Knowledge of successful practice and strategies in supporting young people with diagnosed SEND • Knowledge of how to promote independence and resilience for young 	<ul style="list-style-type: none"> • Letter of application • Selection process • References

		<p>people with complex needs.</p> <ul style="list-style-type: none"> • Knowledge of Mental Health needs. • Behaviour Management knowledge and skills 	
Shaping the Future /Philosophy	<ul style="list-style-type: none"> • Expectation of high achievement of all students • Evidence and understanding and commitment to equality of opportunity • Respect for students' individual difference • Commitment to parental partnership in education and developing links between school, home and the community. 		<ul style="list-style-type: none"> • Application • Interview
Developing Self and Working with Others	<ul style="list-style-type: none"> • Excellent interpersonal skills • Commitment to one's own continuing professional development • Ability to work as part of a team • Ability to make decisions and take direction and set priorities • Able to gain and maintain the confidence and respect of colleagues, students, parents and multi professionals. • Commitment • Have energy and perseverance. • Be confident and enthusiastic. • Be reliable and have integrity. 		<ul style="list-style-type: none"> • Application • Interview
Other Requirements	<ul style="list-style-type: none"> • Positive recommendation from present employer • Satisfactory attendance record 		<ul style="list-style-type: none"> • Application • Interview • References