



April 2021
P/T Learning Support Assistant –
Fixed Term until August 2021

(may be extended to August 2022 for a candidate with the relevant skills/experience)

(16.25hrs – 20 per week – additional hours may be possible)

Hants Role Profile LSA1 (B Grade)

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Headteacher: Mrs Lesley Pennington

Acting DHT/Inclusion Manager: Kate Bolton

Whiteley Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Criminal Records Bureau checks along with other relevant employment checks.

Thank you for your interest in the current staff vacancies at Whiteley Primary School.

Context of the school

Whiteley Primary School initially opened in temporary accommodation in September 1997. We moved into the new school building in February 1999 and the accelerated growth in numbers of families to the area caused the school to be extended from a 2-form entry to a 3-form entry primary school. The school is well regarded by the community and now has 630 pupils on roll – it is oversubscribed with waiting lists in most year groups. The school has below average numbers of pupils in receipt of pupil premium and low numbers of pupils with SEN.

At our last inspection in April 2013, Whiteley Primary School was graded as ‘Outstanding’ in all areas of the inspection.

Vacancy Details

We are seeking to recruit a part-time Learning Support Assistant to work within our reception classes in the mornings. This work will mainly involve 1:1 support with specific pupils who have additional learning/social communication/behavioural needs.

Within our school, pupils who require considerable 1:1 support have more than one adult with whom they work regularly. We find this beneficial both to the pupils who do not become over-reliant on one person and who can benefit from the strengths of different staff members, and also to staff who have greater variety in their role. As an organisation, it is also useful for us to have several people who have received specific training and with expertise to manage specific needs so that in the case of staff absence, we are able to offer appropriate continuity for pupils. Close team-working and strong communication is therefore vital to the role. At the current time, due to the need to keep staffing consistent within class ‘bubbles’ wherever possible, we are more limited in being able to share support staff across different year groups and would therefore like to increase the team available within YR.

The core hours for the position which must be covered are 9am – 12.15pm, Monday – Friday (16.25hrs) – this reflects our current staggered start and lunch times. If the successful candidate is available from 8.45am, an earlier start time may be facilitated, and additional hours are also available covering lunch play until 12.45pm. Willingness to be flexible and able to offer additional hours in the afternoons when needed may be an advantage as it is helpful if those in part-time positions are able to offer cover for absence of their colleagues. The position is fixed term until the end of the Summer term 2021 (August). An extended contract to August 2022 may be offered to a candidate with significant skills and experience which can be utilised beyond Year R for the following academic year. Ideally, the successful candidate will be available to start work from Monday 19th April, but a later date can be negotiated if necessary due to prior commitments.

The successful candidate for this position will have patience, enthusiasm, and a desire to support children in overcoming their difficulties to access the Early Years Foundation Stage curriculum. They must have had some prior experience working with children in a school or pre-school environment and ideally have experience of working with children with social communication, behavioural or learning difficulties. To achieve high quality provision for all pupils, the successful candidate will need to demonstrate that they can reflect on pupil behaviour and collaborate with other team members to develop effective individual pupil support. Our Reception classes have access to designated outdoor classroom areas regularly throughout the day and so the successful candidate must be willing to work for periods of time in the outdoor environment as required.

The acting DHT/Inclusion Manager oversees all vulnerable groups across the school, including SEN, and oversees the work of the LSA team, but all LSAs are provided with a teacher line manager within the year groups where they work. All staff have access to CPD which is appropriate for their role and stage of career, and the phase leaders/Inclusion Manager encourage

staff to share their expertise and develop areas of interest within their role. The successful candidate will be offered training in the role and the chance to shadow and support other staff to get to know the individual pupils and to learn the routines of the class.

We believe that there is a strong team spirit within the school. The staff have proven to be talented individuals with a strong sense of commitment to the school. We are keen to develop a team approach in all that we do and welcome new ideas and initiatives from all staff members as they have joined us.

Application Process

We will be pleased to receive applications from candidates who first and foremost are committed to working alongside the Headteacher and other staff to ensure that the vision for the school is met. The successful candidate(s) will become part of an enthusiastic and energetic team, all of whom believe in high expectations and achievement for their pupils.

To help in the short- listing process, letters of application should **clearly address the person specification** and include the following:

- **how your previous training and experience have prepared you for this post;**
- **why you are interested in this position;**
- **how flexible you are regarding additional hours.**

If you are only willing to accept a longer term contract (to August 2022), please explain this in your application.

The closing date for applications is **Monday 29th March at noon**. Interviews are to be held on Wednesday 31st March. If you do not hear from us by Thurs 1st April, please presume that you have been unsuccessful in this instance.

If you would like to discuss the position with the Headteacher or Acting Deputy/ Inclusion Manager, please contact the school office and we will be happy to make an appointment to speak to you.