



Olive Academies

Learning Support Assistant

OA-Suffolk

- £23,443 - £28,987
- 37 hours per week, term time plus one-week
- Local Government Pension Scheme
- OA benefits package

To arrange an informal discussion or to visit the academy, please phone 01449 613931

[Apply now](#)

Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups

About OA-Suffolk

Based in Stowmarket, OA-Suffolk (OA-Sf) specialises in alternative provision and special educational needs, supporting up to 54 pupils on roll for whom traditional teaching methods have not worked. Pupils join us if they are at risk of exclusion from a mainstream school or due to medical needs, or social, emotional and mental health needs, that prevent them from attending a mainstream setting.

Our mission is to provide our pupils with creative, nurturing and inspiring opportunities which re-engage them in learning. By providing a safe and engaging environment, we endeavour to remove barriers and promote the opportunity for pupils to excel and reach their full potential. We provide a broad and ambitious curriculum, catered to the needs of each individual, delivering the knowledge and skills that our pupils need to succeed in education and beyond. The fundamental principles of our curriculum are:

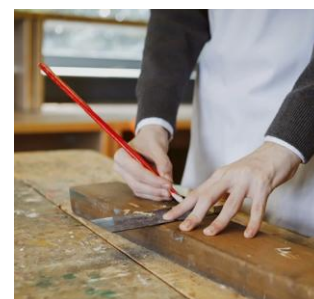
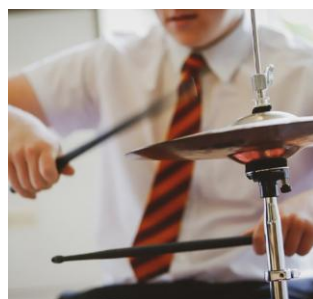
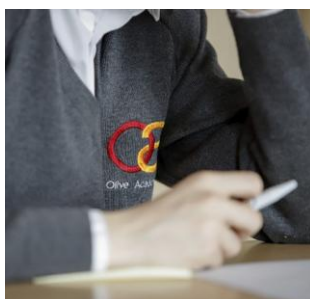
- Giving pupils real-world experiences
- Delivering outstanding learning and teaching
- Offering rigorous and high-quality critique and feedback of pupils' work
- Developing dynamic leadership – including staff and pupil leadership
- Maintaining a culture of respect
- Creating a pathway to post -16 education, employment or training

Working in alternative provision can be challenging but with it comes great rewards. This is your chance to improve the education, and lives, of some of the most vulnerable children and young people in Suffolk.

If you have the experience and enthusiasm to make a lasting difference to the pupils we support, we would love to hear from you.

Thank you for your interest

Kelly Emms
Head of Academy



"I have never worked anywhere like Olive. **Staff work as a collective** and there is **so much support and enthusiasm** to make THE difference. I see colleagues caring so much and they have a relentless drive to support students."

"The education we provide is **so much more than a subject**. For some of our young people we are the only constant trustworthy adult in their life."

"Knowing that **we can make a difference** to the pupils when they have been failed in other settings is **hugely motivating**. The look of pride of a 14 year old's face when he realises he can read is amazing and then hearing from others how this really has opened up a curriculum for him is **something I had never experienced before**."

"Everyone's **ideas and experience is genuinely valued**, no matter your role."

"I like having to **think outside of the box** and **adapt my ways of working**, whether that's teaching phonics whilst playing with small world or practising times tables when playing football! I enjoy every day at Olive."

Job description

We are looking for a dynamic and enthusiastic candidate to:

- support children and young people who have experienced difficulty learning in mainstream school to access and engage with lessons
- co-plan lessons with teachers to ensure that all sessions are differentiated and personalised for pupils' needs
- help our pupils develop confidence, skills and knowledge to believe that they can be successful in their own lives
- develop 1:1 and small group interventions to support behaviour and regulation
- forge positive and mutually respectful relationships with colleagues and pupils
- be a role model to our pupils showing resilience, leadership and empathy
- demonstrate reflective practice and ability to adapt and improve own practice
- follow guidance and take direction from teachers and other professionals to best support each pupil
- communicate effectively and sensitively with pupils and their families
- contribute to the development of positive and safe learning environments
- understand and implement OA's safeguarding policy and procedures and Keeping Children Safe in Education
- maintain a good working knowledge of current safeguarding practice when working with vulnerable young people
- have a good working knowledge of barriers to learning that many of our pupils' face, such as SEND or SEMH needs
- contribute to assessment and planning, including the production of learning resources with a focus on behaviour and therapeutic approaches
- work across our main roll and outreach groups to support behaviour and regulation
- create and maintain accurate records of interventions and provision relating to behaviour and regulation to support pupil pathways
- have knowledge and deliver behaviour and regulation interventions on a 1:1 or small group basis
- contribute to the annual reviews of pupils with EHCPs
- take on the role of coach to individual pupils, mentoring them through their time at the academy
- aid the day-to-day running of the academy by participating in supervision duties
- support the trust's values and ethos by contributing to the development and implementation of policies, practices and procedures
- take a flexible approach to the role, ensuring pupil's needs are always at the forefront of your work

Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the head of academy to carry out appropriate duties within the context of the job, skills and grade.

Person specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

Qualifications and training

Level 2 Mathematics and English or equivalent	A	Essential
Evidence of CPD which enhances classroom practice	A	Desirable

Experience

Evidence of successfully supporting pupils with their learning	A	Essential
Effective and systematic behaviour management - using clear boundaries, sanctions, praise and rewards	A, I	Essential
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs	A, I	Essential
Experience of working collaboratively with others	A, I	Essential

Knowledge

An understanding of disadvantage and working in challenging environments	A, T, I	Essential
Knowledge of standard English	A, I	Essential
An understanding of a range of special needs, including SEMH, ASD, ADHD and SpLD	A, T, I	Desirable

Skills and abilities

Excellent communication skills in a variety of media to a range of audiences including pupils, parents and carers, colleagues, external agencies and the wider school community	A, I	Essential
Ability to support pupils with literacy and numeracy	A, I, T	Essential
Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups	A, I, T, R	Essential
Ability to reflect on your practice – strengths and weaknesses	A, I, R	Essential

Personal aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Strong personal motivation and drive	I, R	Essential
Commitment to your personal and professional development	A, I	Essential
Convinced of the transformative nature of excellent education	A, T, I	Essential
Empathy with the needs of children	A, T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
Commitment to promoting inclusion, diversity, and access	A, I	Essential
Commitment to the vision, values, aims and objectives of Olive Academies	A, I	Essential

Transform young lives with Olive Academies Trust

Thank you for your interest in working with Olive Academies.
We look forward to receiving your application.

[Find out more and apply.](#)

   [oliveacademies.co.uk](https://www.oliveacademies.co.uk)