INSPIRES MAT

LEARNING SUPPORT ASSISTANT (Autism Specialist) – WITHAM OAKS ACADEMY

Required ASAP

Do you have a passion for supporting children with Autism to thrive, succeed and achieve their full potential?

Witham Oaks Academy, part of **Inspires Multi-Academy Trust**, is seeking to appoint an enthusiastic, caring and committed **Learning Support Assistant** to join our dedicated team. This is an exciting opportunity to work within our well-established specialist autism provision and mainstream setting, supporting children with a range of communication, interaction and learning needs.

The LSA working hours for this position are 24.5 hours per week, working pattern is 8.45am - 3.00pm Monday-Thursday and 8.45am-2.30pm Friday, term time only. (15-minute unpaid morning break), Scale 3 point 6, £14,831 per annum.

This also includes an additional 2.5 hours per week, (½ an hour per day), lunchtime support. (Scale 2 point 4, £1,466 per annum)

Total Salary, £16,297 per annum.

Applicants should have experience working with children in a school environment. **It is essential that you have GCSEs (grades A-C) in both Maths and English, or hold equivalent qualifications in this area.**

At Witham Oaks Academy, inclusion is at the heart of everything we do. We are committed to ensuring every child receives the support, encouragement and opportunities they need to flourish both academically and personally.

The Role

The successful candidate will:

- Support pupils with Autism Spectrum Condition (ASC) to access learning and achieve positive outcomes.
- Work closely with class teachers, SEND professionals and families to implement personalised support strategies.

- Foster pupils' communication, independence, social interaction and emotional regulation skills.
- Adapt learning activities and resources to meet individual needs.
- Contribute to the positive ethos of the academy and specialist provision.
- Help create a safe, nurturing and engaging learning environment where children can thrive.

We Are Looking for Someone Who:

- Has experience of working with children, preferably those with Autism or additional needs.
- Possesses a good understanding of Autism Spectrum Condition and the barriers autistic children may experience in education.
- Can build positive, trusting relationships with pupils, families and colleagues.
- Is patient, resilient and able to remain calm under pressure.
- Has excellent communication and teamwork skills.
- Demonstrates a genuine commitment to inclusion and improving outcomes for children with SEND.
- Is willing to engage in ongoing professional development and training.

We Can Offer:

- The opportunity to work alongside experienced SEND professionals and specialist staff.
- High-quality training and professional development opportunities.
- A supportive leadership team committed to staff wellbeing.
- The opportunity to make a genuine difference to the lives of children and families.
- Access to a comprehensive employee assistance programme.
- A welcoming and collaborative culture within Inspires Multi-Academy Trust.

About Witham Oaks Academy

Witham Oaks Academy is a highly inclusive primary academy with a strong reputation for supporting children with special educational needs and disabilities. Our specialist autism provision provides high-quality support for pupils with Autism whilst enabling them to access a broad and ambitious curriculum alongside their peers where appropriate.

We believe every child deserves the opportunity to belong, participate and succeed, and we are looking for individuals who share this vision.

Visits to Witham Oaks Academy are warmly encouraged. Please contact the school office on 01376 513322 to arrange an appointment.

Inspires Multi-Academy Trust and our schools are committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs;

and expects all staff, volunteers and other workers to share this commitment.

It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The appointment will be subject to an enhanced DBS check, medical clearance and satisfactory references.

Closing date 19th November 2026

Inspires MAT

Learning Support Assistant

Job Description

Job Title	Learning Support Assistant - ARP
Grade	Scale 3
Reports to	Headteacher/Head of School, CEO, Provision lead
Responsible for	N/A
Liaison with	Teaching staff, support staff, Headteacher/Head of School, pupils, COO, and other Trust Staff.
Job Purpose	To work in partnership with teachers and inclusion staff to support learning, development and wellbeing of pupils with autism within an alternative provision and during planned integration into mainstream settings. The postholder will deliver targeted, needs-led support activities informed by individual pupil profiles, diagnoses and support plans, in line with the National Curriculum, SEND Code of Practice and school policies.
Principal Accountabilities	• Working with individuals or small groups of children under the direction of the Provision lead & teaching staff • Implement planned learning activities/teaching programmes as agreed with the provision lead adjusting activities according to pupils' responses as appropriate. • Support individual pupils and small groups within an autism-specific alternative provision • Implement planned learning, social and regulation activities, adjusting approaches in response to pupil need and engagement • Facilitate meaningful, well-planned integration into mainstream classes and wider school life
Duties	• Establish positive, trusting relationships with pupils with autism, promoting emotional security and engagement • Support pupils' learning across the curriculum, with particular attention to communication, interaction, literacy and numeracy • Implement autism-informed strategies, including structured routines, visual supports and sensory regulation approaches • Support the use of ICT and assistive technology to promote independence • Promote positive behaviour for learning, supporting pupils' self-regulation in line with agreed behaviour and support plans • Interact with and support pupils according to individual strengths, needs and diagnosed profiles • Deliver targeted activities based on individual needs analysis, EHCP outcomes, IEPs and specialist advice (e.g. SALT, EP, OT)

	• Contribute to the development, implementation and review of IEPs/EHCP support strategies • Monitor and record pupil progress, engagement and wellbeing, providing feedback to teachers and inclusion staff • Provide feedback to pupils in line with teacher guidance, promoting confidence and independence • Support pupils within the alternative provision environment, contributing to a calm, structured and predictable setting • Prepare pupils for planned integration into mainstream lessons, social times or activities, including transition support • Support pupils during mainstream integration, enabling access to learning and participation through appropriate adjustments • Work collaboratively with mainstream staff to promote inclusive practice and consistency of support • Attend to pupils' personal, social, welfare and health needs, including minor first aid where required • Support pupils to develop emotional regulation, independence and social understanding • Promote positive relationships and model appropriate behaviour at all times • Participate in planning and evaluation of learning activities with teachers and inclusion staff • Liaise with other staff and external professionals to support a coordinated approach to pupil support • Assist with preparation, organisation and maintenance of learning resources • Support the display and presentation of pupils' work • Supervise pupils for specified periods, including breaktimes, facilitating structured and inclusive activities • Assist with escorting and supporting pupils on educational visits • Be willing to work across other schools within Inspires MAT where required • Follow all school and Trust policies relating to safeguarding and child protection • Report safeguarding concerns immediately to the Designated Safeguarding Lead • Comply with health and safety responsibilities appropriate to the role
General	• Assist with pupils personal and intimate care needs where required. • To understand and apply school policies in relation to health, safety and welfare • Attend relevant training and take responsibility for own development • Attend relevant school meetings as required • To respect confidentiality at all times • To participate in the performance and development review process, taking personal responsibility for identification of

	learning, development and training opportunities in discussion with line manager. • To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace • Ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy • To abide by the Inspires MAT Staff Dress Code at all times. • The Inspires MAT Trustees are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. • As part of the Inspires MAT you may be required to work or attend at any of the other schools in the trust. The duties above are neither exclusive nor exhaustive and the postholder may be required by the Headteacher/Head of School/CEO to carry out appropriate duties within the context of the job, skills and grade.

LEARNING SUPPORT ASSISTANT – Autism Provision

General heading	Detail	Examples
Qualifications & Experience	Specific qualifications & experience	Successful experience working with children in a school/early years environment Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience Experience of working with children with autism and/or SEND (desirable/not essential)
	Knowledge of relevant policies and procedures	Basic knowledge of First Aid and understanding of the School
	Literacy	English Grade A-C or Equivalent. Good reading and writing skills
	Numeracy	Maths Grade A-C or Equivalent. Good numeracy skills
	Technology	Knowledge of basic ICT to support learning
Communication	Written	Ability to write basic reports
	Verbal	Ability to use clear language to communicate information unambiguously Ability to listen effectively
	Languages	Overcome communication barriers with children and adults
	Negotiating	Consult with children and their families and carers and other adults
Working with children	Behaviour Management	Understand and implement the school's behaviour management policy
	SEN	Ability to understand and support children with developmental difficulty or disability, specifically Autism.

	Curriculum	Good understanding of the school curriculum Knowledge of literacy/numeracy strategies
	Child Development	Good understanding of the general aspect of child development Ability to assess progress and performance
	Health & Well being	Understand and support the importance of physical and emotional wellbeing
Working with others	Working with partners	Understand the role of others working in and with the school Understand and value the role of parents and carers in supporting children
	Relationships	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults
	Team work	Ability to work effectively with a range of adults
	Information	Know when, how and with whom to share information Ability to follow instructions accurately
Responsibilities	Organisational skills	Good organisational skills Ability to remain calm under pressure
	Line Management	Ability to support the work of volunteers and other teaching assistants in the classroom
	Time Management	Ability to manage own time effectively
	Creativity	Demonstrate creativity and an ability to resolve routine problems independently
General	Equalities	Awareness of and commitment to equality
	Health & Safety	Basic understanding of Health & Safety
	Child Protection	Understand and implement child protection procedures

	Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
	CPD	Be prepared to develop and learn in the role