

Inspires Multi Academy Trust

Cherry Tree Academy – SEND Learning Support Assistant

Required ASAP

We are looking to appoint a SEND Learning Support Assistant to join Cherry Tree Academy in Colchester.

24.5 hours per week, term time only. Working pattern Monday – Thursday 8.45am – 3.00pm, Friday 8.45am – 2.30pm, this includes a 15-minute unpaid morning break and 1 hour lunch break. Salary is paid on Scale 3 point 5, actual starting salary £14,132 per annum. This position is initially fixed term for the Academic year linked to funding, however there is a possibility of extension.

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

Successful applicants will join our friendly, caring and highly competent team of learning support staff.

It is essential that the successful candidate can demonstrate the following:

- Enthusiasm to work with children with a variety of different personalities and skill levels.
- Able to engage well with pupils.
- Able to work under your own initiative.
- Smartly presented and with excellent time management skills.

We offer a supportive and enjoyable working environment with a commitment to safeguarding and promoting the welfare of our children.

If you feel that you could be the person we are looking for, we would love to hear from you. Visits to our school are encouraged, please contact the school office on 01206 575224 to arrange an appointment.

Cherry Tree is a one-form entry primary school in Colchester, catering for children 4-11 years old and is part of Inspires Multi Academy Trust.

As a small school, we pride ourselves on being a welcoming and friendly place, where all pupils are supported to reach their full potential, both academically and as developing individuals within our close community.

The Cherry Tree team is made up of staff with a range of experience, who come together to form a hardworking and dedicated team, focused on ensuring that children have the best start to their education. We believe that when there are strong links between home, school and the wider community, children learn best.

Inspires Multi-Academy Trust 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: 22nd September 2026

Interview date: TBA

Job Title	SEND Learning Support Assistant
Grade	Scale 3
Reports to	Headteacher/Head of School, CEO, Class Teacher
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 class teachers to support learning in line with the national curriculum, codes of practice and school policies and procedures.
Principal Accountabilities	• Working with individuals or small groups of children under the direction of teaching staff • Implement planned learning activities/teaching programmes as agreed with the teacher adjusting activities according to pupils' responses as appropriate. • Working on a one to one/group basis supporting children with SEND needs.
Duties	• Assist with pupils personal and intimate care needs where required. • Establish positive relationships with pupils supported. • Support pupils with activities which support literacy and numeracy skills • Support the use of ICT in the classroom and develop pupils' competence and independence in its use • Promote positive pupil behaviour in line with school policies and help keep pupils on task • Interact with, and support pupils, according to individual needs and skills • Promote the inclusion and acceptance of children with special needs within the classroom ensuring access to lessons and their content through appropriate clarification, explanation and resources • Participate in planning and evaluation of learning activities with the teacher, providing feedback to the teacher on pupil progress and behaviour

	• Monitor and record pupil activities as appropriate writing records and reports as required • Provide feedback to pupils in relation to attainment and progress under the guidance of the teacher • To support learning by arranging/providing resources for lessons/activities under the direction of the teacher • To attend to pupils' personal needs including help with social, welfare and health matters, including minor first aid. • To assist with the preparation, maintenance and control of stocks of materials and resources. • Assist with the development and implementation of IEP/EHCPs • Liaise with other staff and provide information about pupils as appropriate • To assist with the display and presentation of pupils' work • To supervise pupils for limited and specified periods including break-times when the postholder should facilitate games and activities • To assist with escorting pupils on educational visits. • To follow the schools procedures in relation to safeguarding and report any concerns regarding an individual or group of children to the relevant School Safeguarding Lead.
General	• 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.
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LEARNING SUPPORT ASSISTANT

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 Completion of DCSF induction programme
	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
	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