



Learning Support Assistant

Closing Date: 15th January 2024

Interview: As soon as possible (19th February 2024)

Salary: Light Years Pay Scale K1-K16 (£15,500 - £24,000)

Hours: 37.5 hours per week

Contract Type: Full Time, Permanent

Reporting to: Assistant Headteacher and/or Classroom Teachers

Welcome to Light Years School and thank you for your interest in working with us. We are at the start of a very exciting journey for Light Years School. We want professionals to join our school who share our vision for providing the best possible education for pupils with special educational needs. If you are passionate about working with pupils with special educational needs, we would love to hear from you.

This is an exciting opportunity to join our team in the role of **Learning Support Assistant**. You would be working alongside other team members including senior leaders, classroom teachers, learning support assistants and other support roles. Our provision includes small class sizes of 8 pupils, sensory friendly learning spaces, large classrooms, outside play areas, high staff to pupil ratio and a personalised curriculum approach.

Our school motto; 'start small, grow tall' symbolises a child's growth and development through their individual learning journey at Light Year School. We believe passionately that with the right support at the right time, pupils will thrive in school and be ready for the next stage of their education.

At Light Years School our ethos is clear; we put the child first in all circumstances. To ensure our pupils are ready to learn, Light Years School will create a school environment which makes pupils feel safe, secure, and supported. We do this by establishing strong and trusted professional relationships and providing pupils with an inviting and accessible environment.

Staff benefits include:

- Sick Pay Scheme
- Staff Well-being Package
- Fully Funded Training Opportunities
- Employee Assist Programme
- Annual Performance Related Pay Increases
- Bright Exchange – High Street Discounts
- Specialist Training and CPD
- Workplace Pension Scheme

Visits are strongly encouraged prior to interview. We support our LSAs to take on other areas of responsibility and become trained and/or qualified in specialist areas, for example ELSA / Thrive / Lego therapy. If you already have specialist training or are willing to undergo further CPD, this would be an advantage.

To Apply:

Please go to our website: www.lightyearseducation.co.uk and complete an application form and return to admin@lightyearseducation.co.uk. **Early applications are encouraged and we reserve the right to close the vacancy if a suitable candidate is found.** If you have any questions about the role or would like to arrange a tour please contact Sarah Alden via email at admin@lightyearseducation.co.uk



Equal Opportunities

Light Years School is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Safeguarding

Light Years Education and Light Years School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. Shortlisted candidates may also be subject to an online search.

All successful candidates **will be subject to Disclosure and Barring checks along with other relevant employment checks.**

Some forms of employment, occupations and professions are exempted from the Rehabilitation of Offenders Act 1974.

Working within a School is exempted from the Rehabilitation of Offenders Act 1974.

You are applying for a role that is eligible for an enhanced DBS check and access to the barred list and if shortlisted for interview you will be required to complete the relevant self-declaration and disclosure form and taking into account the offences that are protected or filtered declare:

- All unspent convictions and conditional cautions.
- All spent convictions and adult cautions that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020).
- If you have been barred from working with Children and/or Adults at risk.

The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

The successful candidate will then be asked to complete an application for the relevant Disclosure and Barring Service check or if subscribed to the update service provide the necessary details to allow a check to be made.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website. Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK (www.gov.uk).

The filtering rules were updated on 28 November 2020 as follows:

- warnings, reprimands and youth cautions will no longer be automatically disclosed on a DBS certificate.
- the multiple conviction rule has been removed, meaning that if an individual has more than one conviction, regardless of offence type or time passed, each conviction will be considered against the remaining rules individually, rather than all being automatically disclosed.