



The
St Lawrence
Academy
Treasuring Everyone
Transforming Community

Assistant Teacher



A Partner School of



St Lawrence
Academies Trust
Stronger Together



1. Copy of the Advertisement
2. The St Lawrence Academy Staffing Structure
3. Welcome Letter from the Chief Executive Officer
St Lawrence Academies Trust, Mike Adnitt
4. Welcome Letter from the Headteacher, Michael McCluskie
5. Welcome Letter from the Head Prefects
6. Job Description and Person Specification
7. Living in North Lincolnshire and academy location
8. How to Apply





**The
St Lawrence
Academy**

The St Lawrence Academy is a thriving Church Academy that has successfully served its local community since opening in 2008 and provides children with fantastic opportunities for personal and spiritual growth. We are part of St Lawrence Academies Trust which is a new church based Multi-Academy Trust wanting to serve the young people and communities that our schools are set in. It is a mixed multi academy Trust with church and community schools from both the primary to the secondary phase.. Directors of St Lawrence Academies Trust and the Diocese of Lincoln are looking for an inspirational and talented person; one who can lead the academy towards achieving academic excellence for our students and enable them to fully flourish.

The St Lawrence is an-oversubscribed academy for 11-16 year old students of all abilities. Our PAN now stands at 165 per year.

We serve a diverse community in Scunthorpe, North Lincolnshire. We are an inclusive Academy striving to meet the needs of all our learners in our caring environment. Students from all backgrounds and faiths, regardless of ability, are welcome. We are sponsored by the Diocese of Lincoln and have a strong Christian ethos.

We are looking for an ambitious and highly motivated individual to take on the role of:-

Assistant Teacher

**32.25 hours per week - term time only + 5 days
Grade 4 £18215 to £18,503 (£24,404 to £24,790 FTE)
September 2025**

This is an exciting opportunity to join a vibrant and successful Inclusion department working at The St Lawrence Academy. You will be part of a fantastic and highly motivated team that is determined to provide a transformational learning experience for every individual. The role will focus on supporting students academically and socially; removing barriers to learning and raising levels of achievement. The successful candidate will work with students who have a range of Special Educational and Disability Needs. You will support students to achieve academic targets, develop strategies for independent learning, enhance motivation and raise aspirations.

There may be the opportunity to consider a job share or flexibility to the hours of work.

The successful candidate will:

- Have a passion for supporting students with academic difficulties and challenging behaviour
- Have the ability to support an inspiring and dynamic learning environment
- Have experience of supporting students academically and socially
- Demonstrate a clear commitment to raising achievement and developing excellence
- Be passionate about transforming the lives of young people
- Be well organised, inspirational, ambitious and hard working
- Have the ability to remain calm under pressure
- Have flexibility in approach, vision and commitment
- Have the ability to support and communicate effectively with students, parents, and colleagues
- Have the ability to cope with challenging situations and display relentless perseverance, determination and resilience

We can offer:

- An inclusive and inspirational church school environment within wonderful and vibrant buildings
- Superb resources and facilities
- Access to the Local Government Pension Scheme
- Supportive and engaged leadership team, with a track record of developing staff to middle and senior leadership
- An outstanding community of staff and local governing board who work as a strong team to best support our students.
- A broad 3 year Key Stage 3 curriculum and 2 year Key Stage 4 curriculum with a philosophy of valuing all subjects
- A bespoke programme of induction and professional development personalised to help develop individual staff*
- A culture that prioritises students, their personal development and wellbeing, above everything else
- High standards and expectations of academic success and care, support and personal development of our students

There may be the opportunity to consider a job share or flexibility to the hours of work

This post would suit:

- A person with previous experience with children
- A person who enjoys helping young people

For further details about The St Lawrence Academy and St Lawrence Academies Trust and an application pack please see our website at www.tsla.co.uk

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS checks and satisfactory references, including your suitability to work with students. Applications will only be considered from individual applicants on our standard application form, and not via CV alone or agencies.

For an informal discussion about the role please contact Nusrat Choudhry, SENDCo on 01724 842447 or email to nchoudhry@tsla.co.uk

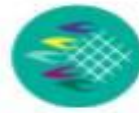
To apply for this post please apply online.

** NJC pay award April 2025 pending



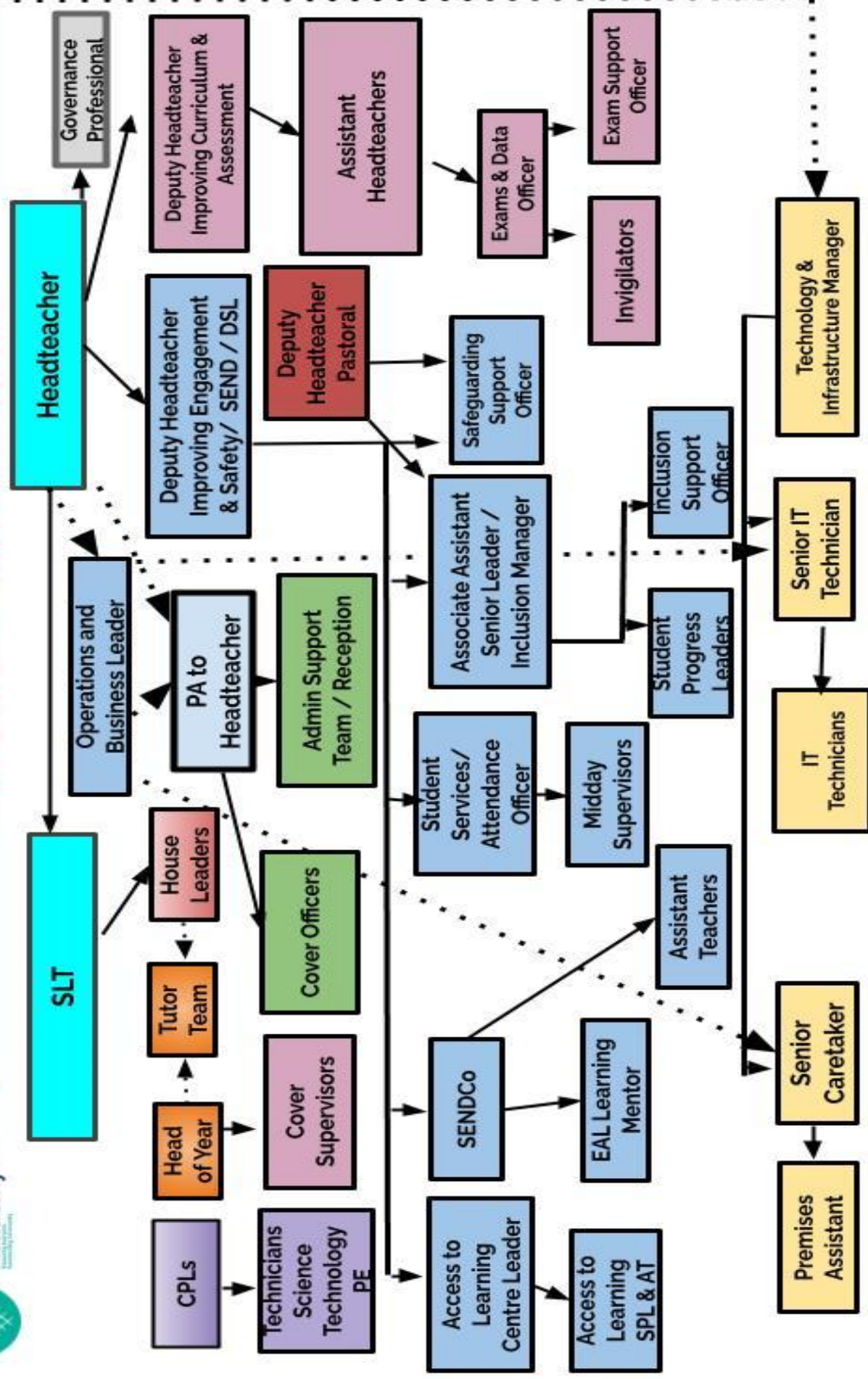
**Treasuring Everyone,
Transforming Community**

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



The St Lawrence Academy

Associate Staffing Structure



GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH

Welcome to ST LAWRENCE ACADEMIES TRUST

Mike Adnitt, CEO St Lawrence Academies Trust

Thank you for your interest in working at The St Lawrence Academy, which is a valued partner school within St Lawrence Academies Trust.

We believe that, like our schools, staff will be stronger by working together. Strong staff, with the "skill and the will" to put children first, make the biggest impact on the education and life chances of our students.

Our aim is to create a Trust and a family of schools that is new, exciting and different! One where leaders have the freedom and flexibility to be creative with their curriculum. One where staff are encouraged to be innovative and personalise the delivery of the curriculum, so it best meets the needs of children.

We want our children to become the leaders of the future. So, the personal, moral, cultural and spiritual development of our community is key to achieving success for our children and staff. By working together we draw strength for today and give bright hope for tomorrow for our families and our communities.

"Strength for today, bright hope for tomorrow" (Great is Thy Faithfulness, hymn)

We are a Church of England Multi Academy Trust, based in the Diocese of Lincoln. Our Trust embraces children and staff from both church schools and non-church schools, across both the primary and secondary age range.

It is a privilege to work as CEO of St Lawrence Academies Trust. Our aim is to nurture our pupils and allow them to flourish by helping them to find the things they enjoy and are good at. Christian values and the exploration and understanding of the Christian faith underpins our work.

Hopefully you are committed to working in our Trust, as you are one of the keys that will help to unlock the potential that lies within all our children.

 <p>St Lawrence Academies Trust Stronger Together</p> <p><i>We pride ourselves on celebrating the uniqueness of each of our partner schools.</i></p>  <p><i>Schools are stronger when working together. Collaboration is at the heart of our offer.</i></p>	<p>Help to shape the future direction of the Trust.</p> <p>Be part of something new, exciting and different!</p> <p>Freedom to develop a curriculum that meets the needs of your children.</p> <p>Receive excellent Trust support for finance, budgeting and facilities services.</p> <p>Have opportunities to collaborate.</p> <p>Benefit from having school leaders freed up to focus on the education of pupils.</p> <p>Be supported by a Trust central team of experienced school leaders.</p>	<p>Community Integrity</p>  <p>Aspiration Hope</p> <div><p>Please contact our CEO, Mike Adnitt</p><p>www.slatrust.co.uk</p><p>01724 747310</p></div> <p>Strength for Today, Bright Hope for Tomorrow</p>
---	--	---



**The
St Lawrence
Academy**

Welcome Letter from the Headteacher

Welcome to The St Lawrence Academy

Firstly many thanks for your interest in us as an educational institution and for considering us at this stage in your career. The fact that you are looking at what we are about and what we can offer is both humbling and also important to us all here at the Academy.

It is an incredibly exciting time to be joining The St Lawrence Academy. Our academy has placed the quality of education at the heart of all that we do since we opened our doors back in 2008. Whilst our outcomes continue to be strong, we focus on the holistic development and education of our students and are proud of their successes.

Our mission statement of "transformation for all" transcends to our students but also our wider body of staff as we seek to develop and guide people through our programmes of education, curriculum delivery but also through prioritising our staff development with a bespoke CPD session with additional time allocated for staff development on a Friday afternoon, where students finish early.

Our core values underpin our intent of creating an enriching and aspirational curriculum so that our young people can become successful learners, confident, well rounded individuals and also responsible citizens. Our building and facilities are something we continue to be very proud of with a significant amount of care and attention placed in ensuring our future plans and budgetary commitments match our ambition and intent.

The importance we place on our systems, digital platforms, technologies and staff access plus training continues to be a high priority to ensure that staff are fully resourced and comfortable but also that our students have the best access to learning resources that support, extend and challenge their learning journeys and outcomes.

We are more than happy to facilitate visits to the Academy and encourage you to come and see what The St Lawrence Academy is all about.

I look forward to hearing from you.

Michael McCluskie
Headteacher



GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



The
St Lawrence
Academy

Welcome Letter from the Head Prefects

Moving into year 11 at The St Lawrence Academy, I am fully convinced that this is a place where both staff and students thrive. I trust that any new staff member will thoroughly enjoy being a part of our academy ethos, fostering academic excellence and personal growth, all within a supportive environment. The rich contents of our academy's culture is formed with not only our fundamental core values of **generosity, respect, justice, forgiveness and truth**, but also our diversity and the academy's undeniable commitment to nurturing the potential of every individual within its walls. For both new and experienced teachers, there are countless opportunities for professional development and staff collaboration, making our academy an enriching place to work. From a teacher's point of view, teaching and supporting the education of young people must be extremely fulfilling and rewarding.

Ruby Pollard:

I believe that as a student of The St Lawrence Academy the academy provides all students with the opportunity to thrive in life. There are so many opportunities for students to take to develop so many skills for the bright future. The academy is a place where so many students can succeed with the support from all staff in educational and personal matters. My time here has developed me as a person, this is a place where maturity is fostered within all students. I enjoy fulfilling my leadership roles such as Deputy Head Prefect and many more due to the amount of areas for achievement. I hope to go on to study law in my future and the academy has prepared me for this. The options provided by the school encourage many different career paths in which all students can succeed in life.

Anoushay Shahzad



GREAT



Post: Assistant Teacher

Responsible to: SENDCo / SLT Line Manager

Core Purpose:

- To actively contribute to students' learning, progress, and well-being by working closely with teachers to deliver high-quality educational support.
- To assist in the planning, implementation, and evaluation of individual education plans and behavioural plans under the general direction of the teacher and SENDCo.
- To support the academy's ethos of inclusion, safeguarding, and high expectations for all learners.

Main duties / Responsibilities of post:

Learning & Teaching Support

- Provide targeted support to individuals and groups to facilitate their learning, engagement, and progress.
- Promote independence by encouraging students to attempt tasks before stepping in to assist.
- Assist with planning and delivering intervention sessions for small groups or individuals in areas such as literacy, numeracy, or study skills.
- Use questioning effectively to check understanding, extend thinking, and reinforce learning.
- Support students during independent and group work by explaining tasks, reinforcing objectives, and using practical strategies to support engagement.

Promoting Positive Behaviour & Wellbeing

- Support students' emotional, social, and mental well-being, promoting a nurturing and inclusive learning environment.
- Reinforce the school's behaviour policies consistently and support classroom teachers in managing behaviour effectively, with positive reinforcement in student interactions.
- Encourage positive relationships and help students develop appropriate social skills.

Collaboration & Professional Partnerships

- Work closely with teachers, SENDCo, and external professionals to ensure the effective support of students' diverse learning needs.
- Attend team meetings, briefings, and CPD sessions to stay informed about best practices and school policies.
- Contribute to the assessment of students by documenting progress, identifying barriers to learning, and providing feedback to teachers.
- Contribute to assessment and progress monitoring, ensuring students receive targeted and effective support.
- Maintain confidentiality and adhere to GDPR guidelines when handling student data.

Assessment & Monitoring Progress

- Assist in implementing and monitoring individual education plans (IEPs) and behavioural support strategies.
- Take notes on student progress and report observations that inform future interventions and personalised learning plans.
- Encourage students to respond to teachers' feedback and improve their work accordingly.



Enrichment & Extra-Curricular Activities

- Support or lead enrichment activities such as, educational visits, or mentoring sessions.
- Opportunity to volunteer for after school clubs
- Assist students in accessing broader learning opportunities beyond the classroom.

Use of ICT in Learning

- Use ICT to support learning and engagement in lessons.
- Assist students with technology where needed, ensuring accessibility for all learners

Classroom Environment & Resource Preparation

- Contribute to creating a stimulating and safe learning environment by preparing resources and supporting classroom organisation
- Encourage neat presentation of student work and adherence to classroom routines

Knowledge, Skill and Experience Required:

Essential Qualifications & Experience:

- GCSE English and Maths (Grade 4 or equivalent).
- Experience working with young people in an educational or support setting.
- Understanding of safeguarding and promoting student well-being.
- Ability to work as part of a team and independently.
- Strong literacy, numeracy, and ICT skills.

Desirable Qualifications & Experience:

- Experience supporting students with SEND, including autism, ADHD, and speech & language needs.
- Training in de-escalation strategies
- Behaviour management
- Specific intervention programmes.
- Experience delivering small group interventions or one-to-one support in literacy and numeracy.

Creativity and Innovation:

- Monitors and is responsive to student learning and behaviour at all times by making adjustments to supervised activities.
- Monitors and is responsive to student personal needs and communication.
- Communicates effectively with teachers, other professionals and parents whenever the need arises and recognises the need to communicate.
- On the basis of their knowledge and understanding of student's needs, and responses to learning, they actively contribute to the planning and review of the differentiated curriculum. Writes and reviews individual education plans/individual behaviour plans by liaising with SENDCo on targets and provision

Decision Making:

- Implement agreed de-escalation strategies when managing challenging behaviour.
- Adapt planned activities to ensure full student access and engagement.
- Take action to support student needs in real-time to minimise stress or disengagement.



CPD & Training:

- Participation in the AT CPD Programme, covering SEND support, behaviour management, assessment strategies, and inclusive education.
- Expected to engage in reflective practice, team collaboration, and continuous professional development to enhance support strategies. aligned with the 12 Core Duties

NOTES:

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must use time in accordance with the Academy's needs as identified by the Principal/Line Manager.
3. This job description is not necessarily a comprehensive definition of the post. It will be revised at least once each year, but it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. Job descriptions will be reviewed annually.
Updated by Nusrat Choudhry April 2025

The St Lawrence Academy	ESSENTIAL	DESIRABLE	HOW MEASURED
EXPERIENCE	Ability to be able to work with young people	Knowledge of education issues including Additional Learning Needs in a secondary setting Experience of working with young people, ideally in education, either mainstream or specialist settings Experience in supporting of children and young people with specialist educational requirements, e.g. autism Supporting students with complex learning difficulties including students with sensory, physical, communication, or language learning difficulties Experience of working with students and families from a range of cultures represented locally Experience with young people in youth work or community programs	Application form Interview
EDUCATION, TRAINING AND QUALIFICATIONS	Good standard of literacy and numeracy (GCSE English & Maths Grade 4 or equivalent) Computer literate and able to use ICT to support learning	Experience in delivery numeracy and literacy interventions to small groups or individuals Training in safeguarding, behaviour management, or de-escalation strategies Additional qualifications related to SEND, literacy, or numeracy	Application form Interview / Test Certificates
SKILLS AND KNOWLEDGE	Ability to work collaboratively with teachers, SENDCo, and external professionals Ability to support targeted students, providing tailored support and encouraging independent learning Excellent communication and interpersonal skill Ability to participate in student personal care routines and physical interventions when required	Demonstrates sound knowledge of safeguarding procedures and GDPR compliance ensuring these are embedded in daily practice.	Application form Interview References Activity
PERSONAL AND PROFESSIONAL CHARACTERISTICS	High expectations of self and students, contributing to a culture of excellence The ability to inspire trust and confidence in staff, students, and parents Proactive, self-motivated, and able to innovate in student support strategies Commitment to ongoing professional development and training Ability to remain calm, patient, and resilient when supporting students with additional needs Experience or potential to contribute to whole-class teaching and behaviour management Commitment to diversity, inclusion, and the academy's values	A commitment to developing own professional development.	Interview Activity References Health questionnaire
WORKING ARRANGEMENTS	Ability and willingness to be flexible in timetabling and responsibilities	Ability to support extra-curricular activities, interventions, and enrichment opportunities	Application form Interview
THE POST IS SUBJECT TO: DISCLOSURE OF CONVICTIONS UNDER THE REHABILITATION OF OFFENDERS (EXEMPTION) ACT 1975 and ENHANCED DISCLOSURE - standard disclosure plus regular care, training, supervising young people			Updated by Nusrat Choudhry April 2025



**The
St Lawrence
Academy**

Living in North Lincolnshire



Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its main focus for education, retail and industry. Homes in North Lincolnshire have remained affordable despite a staggering national rise.

The town centre offers independent retailers and a general market as well as a multi-screen cinema, visual arts centre, an adjacent bus station and ample car parking. There are also shopping centres around the outskirts of the town.

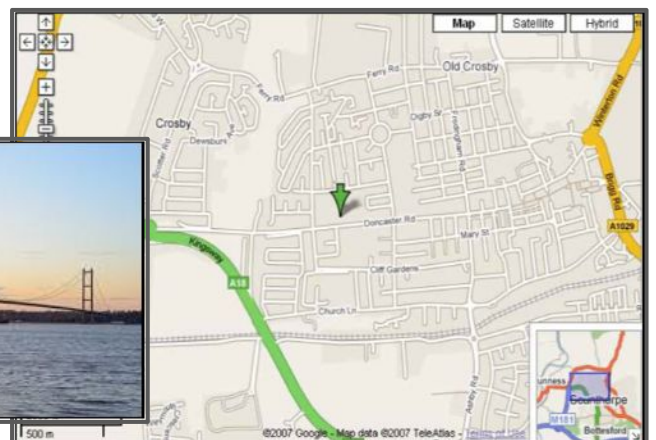
Location for The St Lawrence Academy Doncaster Road Scunthorpe DN15 7DF

☎ 01724 842447 ✉ enquiries@tsla.co.uk 🏠 www.tsla.co.uk

🐦 @TSLA_info 📘 @TheStLawrenceAcademy2008

With excellent and uncongested motorways, you can reach North Lincolnshire quickly and easily. The M180 connects directly to the M18, which offers onward links to the M62, A1 and M1. The Humber Bridge is easily accessible, 17 miles away from Scunthorpe. There is many areas of affordable and appealing housing in the area.

Scunthorpe is home to Scunthorpe United Football Club. The St Lawrence Academy is base for the Scunthorpe United Youth Squad who train in the academy grounds they also mentor and conduct workshops and projects with our students.





The
St Lawrence
Academy

How to Apply

Applying

If you decide to apply for this post please download an application pack along with the Application Form from our website www.tsla.co.uk

We expect a formal letter of application (supporting statement), along with the Application Form, and it should be no longer than 2 sides of A4 and should address the selection criteria detailed in the Person Specification and job description.

Please return your completed application by the closing date detailed on the advert to Lorna Johnson ljohnson@tsla.co.uk

Visits to the academy:

Candidates who would like a professional conversation about the role or to arrange a visit please contact Lorna Johnson, PA to the Headteacher and SLT on 01724 842447 or email to enquiries@tsla.co.uk

Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post.

Person Specification

This specification sets out which criteria will be used to shortlist candidates for interview.

"The St Lawrence Academies Trust is dedicated to best supporting children, staff and local communities. Our philosophy is that our partner schools will be stronger together. Please visit the trust website www.slatrust.co.uk to find out more about the vision and ethos of The St Lawrence Academies Trust"



St Lawrence
Academies Trust
Stronger Together



The St Lawrence Academy

Treasuring Everyone
Transforming Community

☎ 01724 842447 ✉ enquiries@tsla.co.uk 🏠 www.tsla.co.uk

🐦 @TSLA_info 📘 @TheStLawrenceAcademy2008



St Lawrence Academies Trust



The
St Lawrence
Academy

Treasuring
Everyone,
Transforming
Community

Stronger
Together

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



The St Lawrence Academy

Treasuring Everyone
Transforming Community



Treasuring **Everyone**,
Transforming **Community**

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH