Job Description
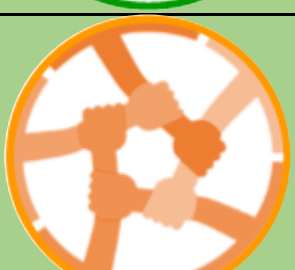
Post	Assistant Learning Coach
Pay Scale	SCP 4 – 6

This post is subject to Support Staff Pay and Conditions. The postholder is expected to uphold the Professional Standards.

	• Set high expectations for students • Support students to develop their knowledge • Support students in Literacy and Numeracy skills • Make and contribute to the school ethos • Support students in and out of the classroom
	• Support students to have high aspirations • Support students to love learning • Support students learning opportunities, beyond the classroom • Set students challenging targets • Be a successful role model for students
	• Support students to learn in a safe environment • Generate positive attitudes and behaviours • Support students to be responsible for their learning • Demonstrate a firm but fair approach to students • Deal with behaviour in line with school policies • Lead by example by having excellent attendance • Treat others with dignity and respect
	• Support outstanding attainment and progress • Share success with students • Praise the achievement of students • Understand how you contribute to student outcomes • Effectively safeguard students
	• Support in the differentiation of in class material • Be aware of how students learn and difficulties they might have • Be aware of how to cater for PP, SEN, EAL students • Demonstrate positive relationships with students

THE LADDER SCHOOL
Redefining alternative provision

Personal Specification

Skills	Assessed
Qualifications	
• English and Maths GCSE (C or above/ Grade 4 or above)	AF
• Relevant qualification in supporting learning	AF
Experience	
• Evidence of working successfully with young people who have challenging behaviour	I, R
• Evidence of supporting young people in a learning environment	AF
• Attended courses that can aid the development of young people (for example counselling, mentoring)	AF
• Demonstrate your ability to overcome a difficulty	AF
Knowledge	
• To understand young people with challenging behaviour	O
• Be able to apply the schools polices effectively	AF, R
• Understanding of working in a setting to educate young people	AF
• Understand how to support a young person in and out of the classroom	O
• To be able to deal with parents and other agencies effectively	I
• To enable a young person to make effective progress	I, R
• Understands how to effectively safeguard young people	I, R
Leadership	
• Has high standards and expectations of yourself	AF
• Set high standards for others	O
• Is a motivator of others	O
• Can inspire young people to dream big	I
• Is an effective team player	I
• Has integrity and accountability	I, R
• Has excellent intra/interpersonal skills	I
• Does not shy away from a challenge	I, R
Supporting Learning and Teaching	
• Excellent Literacy and Numeracy skills	AF
• Strong communicator	I
• Can work with young people in a range of settings	O
• Can form outstanding relationships with young people	O
• Can adapt lessons to suit the needs of all young people	I
• Has excellent time management and organisational skills	I, R
• Strives to drive achievement and standards	I
• Is resilient and possess an excellent sense of humour	O
• Will embed the school ethos into all aspects of school life	R
	I

AF – Application Form, I – Interview, O – Observation, R – Reference