



Shoreham
College

Candidate information for
Learning Support Assistant
1:1 SEN Support

Closing Date: 27th March 2026

A message from Sarah Bakhtiari

Shoreham College: Where Community Meets Opportunity

Choosing where to work isn't just about the role, it's about where you'll belong, grow, and make a difference. At Shoreham College we offer more than a workplace. We offer a community that values every individual, celebrates every success, and works together to shape bright futures.

Here, you'll find purpose, opportunity and people who believe in you as much as you believe in the pupils you support.

The quality of pupils' academic and other achievements is
EXCELLENT

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Why Shoreham College?

- **A Community That Feels Like Home:** from the moment you arrive, you'll feel it. The warmth, the welcome, the sense of belonging. Our small, inclusive environment means you're never just a face in the crowd.
- **Your Growth, Our Priority:** we're as invested in your future as you are. Through personalised professional development and ongoing support, you'll build skills, confidence, and a career you're proud of.
- **Pupils at the Heart:** every decision, every action, every moment is about helping our pupils reach their full potential. Here, your work changes lives and you see the results every day.
- **Leaders Who Listen:** our leadership team leads with empathy, values your voice, and encourages new ideas. You won't just be heard; you'll be trusted to make an impact.
- **We welcome passionate people** who want to make a real difference. This is more than a job. This is your chance to grow, to belong, and to be part of something truly special.



Our School

Shoreham College offers all the advantages of an all-through integrated education. Children learn together and thrive in our welcoming community. We choose to be co-educational, teaching girls and boys together from the ages of 3 to 16, knowing that this better prepares our pupils for a world in which the sexes live and work alongside each other.

We recognise that every child has their own strengths and challenges, and we believe that by learning together in an inclusive and kind environment, our pupils learn to respect and value one another,

Shoreham College is what all schools should be like.

Year 9 pupil

irrespective of gender and other differences.

Shoreham College pupils benefit from excellent facilities, caring support staff, and specialist teachers. From a young age, our junior pupils gain from specialist senior resources as well as from regular interaction and friendship with older pupils. In turn, our senior pupils become leaders and role models to our youngest children. Our learning community enables each member to grow and flourish.

We offer a broad and balanced curriculum, designed to develop a range of transferable skills and talents and to appeal to every interest. As they progress through the school, our children benefit from



the continuity our integration provides and from being a valued individual within our community. Our knowledge of our pupils' needs and passions means these remain a focus, and as our attainment data shows, our children are protected from the attainment dip that too often characterises the move from KS2 to KS3. Smooth transition between year groups and key stages ensures pupils maintain and build on their progress without interruption.



Why work with us?

Shoreham College is a small, inclusive school where strong connections are built and collaboration is at the heart of everything we do. Staff often say that working here feels like being part of one big family

Wonderful location, a few minutes from the sea and a short drive to the Sussex Downs. The City of Brighton is just 20 minutes away and the beaches of Hove less than 10.

The setting is stunning and the grounds are beautifully maintained, a truly nurturing place to work.

You will find welcoming, friendly and supportive colleagues. Leaders are approachable and we listen, wellbeing is at the heart of everything we do.



Job title: Learning Support Assistant: 1:1 SEN Support

Reporting to: Head of Inclusion

Salary: £19,040

Hours of work: 34.5 hours per week, term time only

We require the post holder to be able to work 34.5 hours per week Monday, Tuesday, Thursday and Friday, between the hours of 8.30am and 4.00pm. Wednesday between the hours of 08.30am - 1.00pm. Term time only.

Occasionally there may be a need to work a slightly longer day, to attend open events, College functions and in-service training days in the school holidays. The additional hours, including holiday pay, is included in the 42 weeks paid employment per year. Additional hours between 4.00pm and 5.00pm may be required (for which an additional hourly rate will be paid)

Main purpose: To work under the direction of the Head of Inclusion and qualified teaching staff to support an identified pupil in Year 6 with specific educational needs. This role will continue to support the pupil as they progress through the senior school.

Duties and Responsibilities

- To work with an identified pupil, as directed by the Head of Inclusion and qualified teaching staff, to support learning across the whole curriculum
- To work with the Head of Inclusion and other professionals, to ensure the appropriate delivery of the pupil's Education and Health Care Plan (EHCP)
- To monitor the pupil's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the class teacher and Head of Inclusion to achieve the intended learning outcomes.
- To adapt and differentiate work so it can be accessed by the pupil as appropriate
- To provide objective and accurate feedback, as required, on the pupil's achievement, progress and other matters, ensuring the availability of appropriate evidence
- To establish a supportive, caring and secure relationship with the pupil, promoting respect, self-esteem and a positive, inclusive whole school ethos
- To understand the specific academic, physical and emotional/behavioural/medical needs of the pupil and respond to them effectively
- To help, support and motivate the pupil, encouraging independent learning and behaviour and enabling learning targets and outcomes to be achieved
- To give positive encouragement, feedback and praise to reinforce and sustain the pupil's efforts and develop self-reliance
- To provide 1:1 support for the pupil on educational visits
- To provide out of class 1-1 support for literacy and SEMH
- To establish effective working relationships with all pupils, acting as a role model and setting high expectations
- To promote positive values, attitudes and good pupil behaviour and encourage all pupils to take responsibility for their own behaviour in line with whole school policies
- To promote inclusion and acceptance of all pupils and encourage pupils to interact with one another
- To establish and maintain an appropriate learning environment under the supervision of the teacher and encourage all pupils to engage in activities led by the teacher
- Be responsible for keeping and updating records and contributing to reviews of systems/records, as requested

SUPPORT FOR THE COLLEGE

- Uphold the College's policies relating to safeguarding and pupil protection, behaviour, health and safety and all other relevant policies
- Promote and safeguard the welfare of all pupils at the College
- Contribute to the College's ethos, aims and development/improvement plans
- Ensure full compliance with all statutory regulation, in particular Keeping Children Safe in Education

- Attend and participate in regular meetings, as appropriate
- Participate in INSET training and other learning activities, as required
- Establish your own best practice and use this to support others
- This is a job description only. The post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time

Essential Requirements

EDUCATION/EXPERIENCE

- Educated to at least GCSE level (or equivalent) in maths, science, English
- Level 3 learning support or teaching assistant qualification (desirable but not required)
- Experience of working with children and young people in a voluntary or work capacity
- Experience of working with pupils with Dyslexia is desirable, training can be provided for the right candidate

KNOWLEDGE, SKILLS AND ABILITIES

- Ability to work in collaboration with others, as a member of a team both within the classroom and as part of the whole school team
- To communicate effectively both verbally and in writing, with colleagues, parents/carers and other agencies in order to carry out the tasks as directed
- To be numerate and literate in order to carry out the written and numeric aspects of the posts, both with

regards to the curriculum and other tasks as directed

- To be aware of the need for confidentiality concerning issues linked to home/pupil/teacher and school and to keep confidences appropriately
- Ability, with training, to develop skills to meet the needs of pupils
- Ability to make observations of children's needs and feedback to the head of inclusion.
- Ability to work without close supervision

PERSONAL QUALITIES

- Ability to demonstrate an excellent record of punctuality and attendance
- Have an enthusiastic and positive attitude towards learning and a belief that all children can succeed
- A willingness to learn about, and support, a range of disabilities to enable the young person to achieve to the best of their ability, with empathy, kindness and patience.

ABOUT OUR LEARNING SUPPORT DEPARTMENT

At Shoreham College, our SEND provision is built on a strong ethos of knowing every pupil as an individual. We focus on their unique strengths, challenges, and learning preferences, providing support that goes beyond academics to include personal growth

Pupils actively shape their Individual Education Plans (IEPs), fostering ownership and self-advocacy in their learning journey. Learning Support is integrated within classrooms, offering timely, empowering help and building independent strategies. Exam access arrangements are identified early, becoming the norm rather than last-

minute adjustments. Our "teach first" approach ensures that all teachers are equipped to meet diverse needs, making inclusion a standard practice across the school. Ultimately, we are committed to helping every learner thrive, academically and personally.

Benefits

Contributory Pension Scheme

Free dining and refreshments (in term time)

Our academic calendar includes approximately five additional weeks of holiday beyond the standard state maintained schedule, providing our learning support assistants with an enhanced work-life balance.

Remission of fees, in line with the School Fees Discount Policy

Free onsite parking (subject to availability)

Employee assistance programme

Professional development opportunities

Staff activities offered throughout the year including swimming, fitness, and yoga (subject to demand)

Safeguarding and Equal Opportunities

Shoreham College is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

We will process your data for recruitment purposes only. If you are unsuccessful in your application, we will keep your data on our systems for 6 months in case any similar future roles become available. If you have any objections to us storing your data for this purpose please email data@shorehamcollege.co.uk.

For further information about our compliance with GDPR please see our privacy notice.

How to Apply

Application forms should be returned to:

The HR Officer
Shoreham College
St. Julian's Lane
Shoreham-By-Sea
West Sussex
BN43 6YW

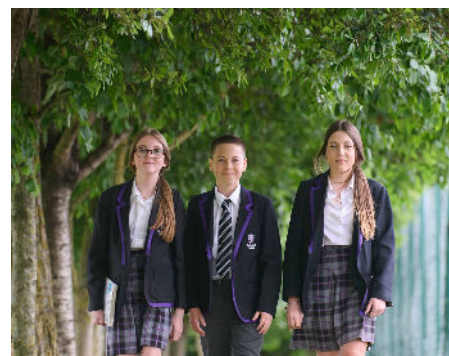
info@shorehamcollege.co.uk

Completed application form and covering letter must be received by:
27/03/26

Interview date:
TBC

Pupils' knowledge, skills and understanding across different areas of learning are excellent

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I think the College is an amazing school made extraordinary by the staff.

Parent



The sense of community amongst the children sets it apart from other schools

Parent