





## Job Description

<b>Post</b>	Learning Coach
<b>Pay Scale</b>	Grade 5 SCP 9 - 17

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

 <b>High Standards</b>	<ul style="list-style-type: none"> <li>• Set high expectations for students</li> <li>• Support students to develop their knowledge</li> <li>• Support students in Literacy and Numeracy skills</li> <li>• Make and contribute to the school ethos</li> <li>• Support students in and out of the classroom</li> <li>• Lead Personal Development Sessions and other lessons where/when appropriate</li> </ul>
 <b>Daring to Dream</b>	<ul style="list-style-type: none"> <li>• Support students to have high aspirations</li> <li>• Support students to love learning</li> <li>• Support students learning opportunities, beyond the classroom</li> <li>• Set students challenging targets</li> <li>• Ensure Key Working is effective and aspirational</li> <li>• Be a successful role model for students</li> </ul>
 <b>Traditional Values</b>	<ul style="list-style-type: none"> <li>• Support students to learn in a safe environment</li> <li>• Generate positive attitudes and behaviours</li> <li>• Support students to be responsible for their learning</li> <li>• Demonstrate a firm but fair approach to students</li> <li>• Deal with behaviour in line with school policies</li> <li>• Lead by example by having excellent attendance</li> <li>• Treat others with dignity and respect</li> </ul>
 <b>Success</b>	<ul style="list-style-type: none"> <li>• Support outstanding attainment and progress</li> <li>• Share success with students</li> <li>• Praise the achievement of students</li> <li>• Understand how you contribute to student outcomes</li> <li>• Assess students where appropriate</li> <li>• Set students weekly targets</li> <li>• Effectively safeguard students</li> </ul>
 <b>Personalised Support</b>	<ul style="list-style-type: none"> <li>• Support in the differentiation of in class material</li> <li>• Be aware of how students learn and difficulties they might have</li> <li>• Be aware of how to cater for PP, SEN, EAL students</li> <li>• Demonstrate positive relationships with students</li> <li>• Be the key point of contact for parents</li> <li>• Communicate with parents regularly</li> </ul>



## Personal Specification

Skills	Assessed
<b>Qualifications</b> <ul style="list-style-type: none"> <li>English and Maths GCSE (C or above/ Grade 4 or above)</li> <li>Relevant qualification in supporting learning</li> </ul>	AF AF
<b>Experience</b> <ul style="list-style-type: none"> <li>Evidence of working successfully with young people who have challenging behaviour</li> <li>Evidence of supporting young people in a learning environment</li> <li>Attended courses that can aid the development of young people (for example counselling, mentoring)</li> <li>Demonstrate your ability to overcome a difficulty</li> </ul>	I, R AF AF AF
<b>Knowledge</b> <ul style="list-style-type: none"> <li>To understand young people with challenging behaviour</li> <li>Be able to apply the schools polices effectively</li> <li>Understanding of working in a setting to educate young people</li> <li>Understand how to support a young person in and out of the classroom</li> <li>To be able to deal with parents and other agencies effectively</li> <li>To enable a young person to make effective progress</li> <li>Understands how to effectively safeguard young people</li> </ul>	O AF, R AF O I I, R I, R
<b>Leadership</b> <ul style="list-style-type: none"> <li>Has high standards and expectations of yourself</li> <li>Set high standards for others</li> <li>Is a motivator of others</li> <li>Can inspire young people to dream big</li> <li>Is an effective team player</li> <li>Has integrity and accountability</li> <li>Has excellent intra/interpersonal skills</li> <li>Does not shy away from a challenge</li> </ul>	AF O O I I I, R I I, R
<b>Supporting Learning and Teaching</b> <ul style="list-style-type: none"> <li>Excellent Literacy and Numeracy skills</li> <li>Strong communicator</li> <li>Can work with young people in a range of settings</li> <li>Can form outstanding relationships with young people</li> <li>Can adapt lessons to suit the needs of all young people</li> <li>Has excellent time management and organisational skills</li> <li>Strives to drive achievement and standards</li> <li>Is resilient and possess an excellent sense of humour</li> <li>Will embed the school ethos into all aspects of school life</li> <li>Will be an effective Key Worker for students</li> </ul>	AF I O O I I, R I O R I

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

