



## Welcome

I am delighted that you are considering applying for the position of Academic Learning Support Assistant (Senior School)

We are a successful, forward-thinking, co- educational independent school with a long tradition of developing and promoting individual talent and encouraging high aspirations within an environment of continuous improvement.

Our history dates back to the 14th century, but we are also very much an innovative and forward-looking School that combines a strong focus on academic excellence with a rich co-curricular programme to enable our pupils to 'discover who they are' and unlock their potential in a School with a strong sense of community. The School continues to challenge itself on how it delivers its education services (recent years have seen the launch of a kindergarten, the establishment of a transport division, the opening of an international boarding house, and the deployment of iPads).

This is a fantastic opportunity for an experienced Learning Support Assistant to join our team in our new areas of Academic support.

If this role represents the type of opportunity and challenge which excites you, and you believe you have the necessary skills and experience to lead and work with an excellent team, then we would be pleased to receive your application and give it serious consideration.

Barnaby Rimmer  
Headmaster

## About the School and location

Wisbech Grammar School (WGS) is an independent, co-educational School located near the centre of the historic town of Wisbech in Cambridgeshire, on a green site of 44 acres beside the River Nene which runs through the town. The School offers a broad, high-quality education with excellent pastoral care for around 590 children aged 2-18. It is predominantly a day School but, in recent years, has started to take a limited number of boarders, mainly from the Far East.

The School is located on a single site with Wisbech Grammar Preparatory School (formerly known as Magdalene House) and the Senior School sharing the same buildings and extensive playing fields. The Kindergarten was established in 2018.

Wisbech is a historic market town with a royal charter in north Cambridgeshire and it straddles the River Nene, roughly halfway between Peterborough and King's Lynn. The town has a population of just over 30,000 and there are good road links to Cambridge, Norwich, Peterborough and the North Norfolk Coast.



### **Application process**

To apply please download an application and equality form from our website [www.wisbechgrammar.com](http://www.wisbechgrammar.com). Your application should include a letter stating how you meet the job description addressed to Mr Barnaby Rimmer, Headmaster.

Please send postal applications for the attention of Rebecca Forman - HR - Wisbech Grammar School, Chapel Road, Wisbech, PE13 1RH or send by e-mail to [HR@wisbechgrammar.com](mailto:HR@wisbechgrammar.com)

Closing date: Friday 22 May 2026

Short list: Short list candidates will be contacted by 28 May 2026

Interviews: Will take place week commencing 1 June 2026

If you are interested, then please submit an application as soon as possible. The School is happy to accept early applications by CV initially and reserves the right to close this vacancy earlier than the date above.

Wisbech Grammar School is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced DBS check, satisfactory references and a medical.



<b>Job Title</b>	<b>Academic Learning Support Assistant (Senior School)</b>
<b>Reports to</b>	Member of AMT
<b>Hours of Work</b>	<p>Full time Working hours are 40 hours per week</p> <p>A full time role is 5 days a week term time plus 2 weeks role with daily working of hours of 8 hours between the hours of 0810 and 1640 Mon-Fri including 30 minutes for lunch.</p> <p>You may be required to attend meetings / events that are sometimes held out of normal School hours.</p> <p>You are expected to work the hours that are necessary to fulfil your responsibilities and meet the needs of the school and in line with the hours in your contract.</p>
<b>Holidays</b>	This is a term time plus two weeks, so all holidays should be taken during School holidays.
<b>Probation</b>	In accordance with School policy, this appointment will be subject to the standard six month probationary period.
<b>Medical</b>	The offer of appointment at Wisbech Grammar School will be conditional upon the provision of a medical report, which satisfies the school. Initially this will be a self-certification, which may result in Pre-Employment screening by our Occupational Health provider. (Please note that all School buildings operate a no-smoking policy).
<b>Benefits</b>	<p>Wisbech Grammar School provides</p> <ul style="list-style-type: none"><li>• Defined Contribution Pension Scheme to which the employer provides a 5% contribution to match the 5% employee contribution</li><li>• Fee discounts for dependent children</li><li>• Cycle to Work Scheme, Discount Voucher Scheme, Wellbeing support</li></ul>
<b>Safeguarding</b>	<p>Wisbech Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment. The post holder must be willing to undergo child protection screening, including reference checks with previous employers and a criminal record check with the Disclosure and Barring Service (DBS).</p> <p>The postholder is responsible for ensuring that they</p> <ul style="list-style-type: none"><li>• undertake all mandatory training on the school defined timetable (annually at time of writing this document)</li><li>• read, digest and adhere to all mandatory training on the school defined timetable (annually at time of writing this document)</li></ul>
<b>Data Protection</b>	<p>In the course of employment at Wisbech Grammar School, staff may have access to confidential information relating to pupils and their families and are required to exercise due consideration in the way they use such information.</p> <p>Staff should not act in any way which might be prejudicial to the School's interest. Information which may be included in the category covers both the general business of the school and information regarding specific individuals.</p> <p>A strict code of confidentiality must always be adhered to.</p> <p>Wisbech Grammar School is registered under the Data Protection Act 1984 and staff must not at any time use the personal data held by the school or disclose such data to a third person.</p>

## Principal Role

To provide high-quality academic support and mentoring to pupils on a reduced bespoke 3<sup>rd</sup> form, GCSE and A-level curriculum, supporting their progress and providing a safe space for independent learning. The role aims to raise aspirations, build resilience, and ensure students reach their full academic potential.

Providing support out of class ensuring that the pupils can prepare for lessons and move between lessons smoothly and efficiently.

Duties will include running specific programmes and interventions to assist the pupils' individual learning and social needs.

They will interact on a professional level with colleagues and parents (when necessary) and will seek to establish and maintain productive relationships to promote mutual understanding of the pupil's learning and developmental needs.

The role involves ensuring compliance with the Childcare Act 2006, all Health and Safety legislation, the Early Years Foundation Stage (EYFS) framework, and requirements as laid down by the Government and regulated by ISI.

## Detailed role

### Supporting pupils

- Provide one-to-one and small group mentoring to pupils.
- Develop personalised action plans with clear academic and personal development targets.
- Support pupils in following individual education plans and bespoke timetables.
- Promote emotional health and well-being, self-esteem, and confidence.
- Act as a positive role model and motivator, encouraging pupils to take ownership of their learning.
- Liaise with parents/carers to support pupil development and engagement.
- Facilitate smooth transitions for pupils returning to full timetables or moving between phases.
- To develop knowledge of the needs of the children and seek advice from the Key Stage Learning Support Leads, Head of Learning Support, class teacher and outside agencies as required.
- To aid access to the full range of learning experiences both inside and outside the classroom and provide modified materials as required e.g. worksheets, visual prompts etc.
- To make or modify resources as suggested and advised by the Key Stage Learning Support Leads, Head of Learning Support, Educational Psychologist or other outside agencies.
- To organise and maintain an inclusive learning environment across the whole school environment.
- Provide positive reinforcements, praise and rewards to pupils.
- To attend training and relevant meetings relevant to the post to keep up to date with developments in working with children with special educational needs.

### Support for Teaching and Learning

- Collaborate with subject leaders and teaching staff to implement effective intervention strategies if needed, as well as ensure work is up to date.
- Support pupils' access to learning through tailored strategies and resources.
- Assist in promoting positive behaviour and attitudes to learning.
- To work as part of the team to ensure that the well-being and personal development of the pupil enhances their learning opportunities and life skills.



- To attend planning meetings with the Learning Support team to develop learning programmes and to assist in the delivery of the individual learning programmes daily to promote learning, behaviour, and communication skills.
- To provide regular feedback to teachers and, where necessary, relevant outside agencies about any pupil's difficulties and progress.
- To contribute to the pupils' annual review by writing a brief report and attending the meeting.

### Support the curriculum

- Support agreed learning activities based on pupil needs.
- Liaise with leaders with regards to any mentoring programmes.
- Be aware of enrichment opportunities and external resources to broaden pupil learning experiences.

### Supporting the School

- Uphold and comply with school policies including safeguarding, data protection, and equal opportunities.
- Contribute to the ethos and aims of Wisbech Grammar School.
- Attend relevant meetings and participate in CPD and training opportunities.
- Supervise pupils during breaks, lunchtimes, and on school trips as required.
- Provide administrative support related to pupil mentoring and progress tracking.
- To foster links between home and school.
- To participate in relevant professional development as deemed appropriate.
- To understand and apply the school policies on learning and behaviour.
- To maintain confidentiality and sensitivity to the pupils' needs but have regard to the safeguarding procedures of the school.
- To carry out duties as directed by line manager.

No job description can fully cover all aspects of this type of appointment and consequently the ability to evolve and respond to future changes and job demands is essential in the successful applicant. The duties outlined in this job description may be modified by the Deputy Head Academic or Head of Learning Support, with the post holder's agreement, to reflect or anticipate changes in the job, commensurate with the job title.



Attributes	Essential	Desirable
<b>Qualification</b>	<ul style="list-style-type: none"> <li>• Minimum level 2 in Maths and English - GCSE English and Maths (grade A* - C) or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>• LS Level 2 approved qualification or equivalent</li> <li>• LS Level 3 approved qualification or equivalent</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Have a secure understanding of specific learning difficulties</li> <li>• Understanding of Safeguarding in schools</li> <li>• Health and Safety Knowledge</li> <li>• Awareness of equal opportunities</li> <li>• Understanding of managing confidential issues</li> <li>• Knowledge of social and emotional support strategies</li> <li>• Knowledge of how ICT is used to support pupils' learning and ability to use ICT effectively in a classroom setting.</li> <li>• Understanding of strategies for teaching and learning.</li> </ul> <p>The role involves ensuring compliance with the Childcare Act 2006, all Health and Safety legislation and requirements as laid down by the Government and regulated by ISI.</p>	<ul style="list-style-type: none"> <li>• Have training in aspects of SEN i.e. dyslexia, autism</li> <li>• Knowledge and experience in supporting up to GCSE level</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Basic First Aid</li> <li>• Good numeracy and literacy skills including good spoken English</li> <li>• Good ICT skills and knowledge of Microsoft suite</li> <li>• To be capable of high standards of physical, emotional, social and intellectual care for the children at all times.</li> <li>• Ability to work and communicate with children effectively</li> <li>• Ability to motivate and provide encouragement to children of all ages and all backgrounds</li> <li>• Assist with the organisation of the learning environment.</li> <li>• Maintain accurate records of the pupils.</li> <li>• Ability to share information about children's progress with their parents</li> <li>• Ability to work collaboratively with School Staff</li> <li>• Ability to take responsibility and work with autonomy within set boundaries.</li> <li>• Ability to implement appropriate behaviour strategies in line with school policies</li> <li>• Ability to work effectively with individual pupils, groups of pupils and whole classes.</li> <li>• Ability to build constructive relationships with pupils, parents and staff</li> <li>• Strong communication, organisational and record keeping skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Paediatric First Aid Certificate</li> <li>• A commitment to the improvement and progress of pupils;</li> <li>• The ability to interface and interact with parents, teachers and other school staff and provide feedback as required</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Relevant and professional experience working with children</li> <li>• Experience in mentoring or supporting pupils in an educational setting.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience supporting in a SEND department in a Senior School setting</li> </ul>



	<ul style="list-style-type: none"><li>• Provision of high quality provision ensuring all children thrive in a happy, safe and stimulating setting so they can learn and develop.</li></ul>	
<b>Personal competencies and qualities</b>	<ul style="list-style-type: none"><li>• A warm and approachable personality</li><li>• To be enthusiastic and have a passion working with all children.</li><li>• Motivate pupils to learn.</li><li>• Motivate pupils to be sociable.</li><li>• Communicate effectively and appropriately with pupils with different abilities and ethnic backgrounds</li><li>• Good time management skills</li><li>• Show tact and sensitivity</li><li>• Patient, reliable and trustworthy</li><li>• Have a high degree of emotional intelligence</li><li>• Good communication and interpersonal skills.</li><li>• Show keen attention to detail</li><li>• Be professional and well organised, be able to be flexible and work under pressure, both independently and within a small team</li><li>• Have the ability to show initiative, think creatively and understand the importance of being proactive in a busy workplace environment</li><li>• Be prepared to take on responsibility and be fully accountable</li><li>• Have the ability to see matters from a whole school perspective and consider issues objectively</li><li>• Have an understanding and commitment to the ethos, culture and priorities of the School</li><li>• Be an ambassador for the School</li></ul>	