



The Sovereign Trust Candidate Application Pack

Education Support Worker (Level 1) Chatsworth Futures Specialist College

Chatsworth Futures Specialist College are looking to appoint an Education Support Worker (Level 1) to join the team.

The full job description and person specification can be found at the end of this pack.

Contents

The Sovereign Trust	Page 2
Chatsworth Futures Specialist College	Page 3
Job advert, Job Description and Person Specification	Page 4-9
How to apply	Page 10

The Sovereign Trust



We are a family of schools and colleges who believe that by learning and growing together we can inspire children to achieve their highest personal achievements at the same time as enjoying individualised, innovative and creative teaching and learning.

We create environments in our academies that nurture, encourage exploration, celebrate creativity and forge a love of learning. The Sovereign Trust was established in 2016 with the aim of providing exceptional opportunities for learning for a family of special academies across the region.

We started with 2 special schools in Trafford; we now have 6 academies which includes one in the Salford area. Our academies cater for pupils from the age of 2 to 25. Most of the pupils have an Education, Health and Care Plan and may have a diagnosis of Autism, Down syndrome, Physical or Medical needs, Learning difficulties or Social, Emotional and Mental Health issues.

To offer this type of education, we invest heavily in the people who work in our academies. Great academies have great leaders and great staff. Our team has leaders who have proven track records of taking under-performing schools to Outstanding, and once there, maintaining that level of excellence.

This is an exciting time to be part of The Sovereign Trust family, and we are proud to work with such exceptional professionals to deliver on our promise of exceptional opportunities for learning to every child in our care.

Our aims and aspirations are ambitious, as they should be; our children deserve no less. I hope that you will find all the information you need about us on our website <https://www.thesovereigntrust.uk/>

Chatsworth Futures Specialist College



Chatsworth Futures is a dynamic Independent specialist college for young people aged between 19 - 25 with complex needs, including learning difficulties and Autism.

We pride ourselves on our learner centred approach and provide a range of educational services through different pathways.

The College provides a small, supportive and challenging environment, which enables learners to develop their functional skills, independence, communication and employability where appropriate. Students also develop skills for living, using practical and realistic contexts to learn, develop and grow.



Why

We believe in the right of every young adult at Chatsworth Futures to access high quality learning opportunities which will empower and enable them to live happy, safe, healthy, valued and fulfilling adult lives.

How

We achieve this by providing a safe, caring, challenging and positive learning environment in which the dignity, individual choices and aspirations of each learner are respected and celebrated.

We strive to work collaboratively with learners, their families and colleagues to develop an inclusive, equitable and friendly organisation in which healthy risk taking is encouraged, enjoyable experiences are offered and strong relationships are at the heart of all we do.

What

We endeavour to nurture independent, empowered and fulfilled individuals who are able to live purposeful, productive and happy lives as they move on from Chatsworth Futures.

Job Advert: Education Support Worker (Level 1)

Key Information

Role:	Education Support Worker (Level 1)
Salary:	Grade 1B, SCP 4-5, Full time equivalent £26,016.00 - £26,427.00 (pro rata for term time only) + SNA1 Allowance
Actual Salary:	£21,247.44 per annum and SNA1 allowance £729.07 per annum
Employer:	The Sovereign Trust
Location:	Chatsworth Futures Specialist College, Vicarage Road, Swinton, M27 0WA
Start Date:	ASAP
Working Pattern:	33.75 hours per week, Monday - Friday, Term Time only + 5 training days
Contract Type:	Fixed Term Contract until 31 st August 2027
Pension:	Local government pension scheme including a generous employer contribution. Please take a look at the website: https://www.gmpf.org.uk/ .
Benefits:	Salary sacrifice schemes for purchasing bikes used for travel to work, through monthly interest free salary deductions. Employee Assistance Programme provides access to a range of wellbeing services.

Chatsworth Futures Specialist College is a special needs provision for learners aged 19 – 25 years which serves young people with severe learning difficulties and autism.

Due to our continuing expansion, an opportunity has arisen for a high quality and committed Education Support Worker to join our team. We are looking for an enthusiastic and dedicated Education Support Worker, who is able to support learners with a broad range of special educational needs including autism and SLD (severe learning difficulties).

If you are dedicated to a career in special education, and believe that every learner has the right to the highest quality provision, then we would love to hear from you. You will be joining a strong and highly skilled teaching support team and a forward-thinking innovative College, who can provide opportunities for your personal development and growth.

We can offer the successful candidate:

- A staff team who are dedicated to providing a trusting, supportive and secure base for all, specialising in supporting SEND learners aged 19+ to develop their independence, build confidence, and prepare for adulthood.
- Bespoke performance management to ensure you have the support you need towards fulfilling your career aspirations.

- Receive ongoing training from experts in areas such as sign language, communication strategies, and assistive technologies, enabling you to support learners effectively.
- Access to professional development opportunities that will enhance your skills in areas such as, SEND-specific teaching methods, and inclusive education practices.
- A unique specialist college that encompasses a variety of teaching methods and learning styles.
- An experienced leadership team who are keen to support all to achieve their goals and future aspirations.
- The opportunity to join a college committed to inclusivity and excellence, where your contributions are valued and the work you do makes a real difference.

We encourage you to view our website for greater insight into our specialist college:
<https://www.chatsworthfutures.org.uk/>

The successful applicant will:

- A dedicated and skilled professional with a clear learner-centred focus
- Aspirational and highly committed to improving the learning attainments and lives of learners with special educational needs including autism and SLD (severe learning difficulties)
- A robust and resilient practitioner able to perform in a dynamic and challenging environment

Job Description and Person Specification

Education Support Worker (Level 1) Chatsworth Futures Specialist College

Job Purpose

To work under the direct supervision of tutors, session leads and senior staff to provide practical support to learners within a specialist Further Education college environment.

The postholder will support learners in accessing learning activities, developing independence, communication, employability and daily living skills, and participating safely in educational, enrichment, work-related and community-based activities. The Education Support Worker will follow agreed support plans and guidance from teaching and specialist staff, promoting learner wellbeing, engagement, preparation for adulthood and progression towards positive future destinations, including employment where appropriate.

Main Duties and Responsibilities

Support for Learners

- Support learners to access learning activities, resources and environments as directed by teaching staff.
- Support learners to participate in educational, enrichment and independence-based activities.
- Encourage learners to develop communication, social interaction, confidence and independent life skills.
- Promote learner independence whilst providing appropriate levels of support.
- Provide personal care, mobility support, eating and drinking support, and assistance with health-related needs where required.
- Follow learner-specific support plans and strategies developed by teaching staff and specialist professionals.
- Support positive behaviour and emotional wellbeing in accordance with agreed plans and college procedures.
- Develop positive and professional relationships with learners whilst maintaining appropriate professional boundaries.

Support for Teaching and Learning

- Prepare and organise learning resources, equipment and materials as directed.
- Support tutors and session leads during learning activities and practical sessions.
- Support learners to follow instructions and engage in planned learning opportunities.
- Maintain safe, tidy and organised learning environments.
- Monitor learner engagement, participation, wellbeing and attendance, maintaining accurate records on college MIS systems and undertaking routine administrative tasks.
- Support learners during transitions throughout the college day.

General Responsibilities

- Work collaboratively with colleagues and external professionals as directed.
- Attend meetings, supervision, training and professional development activities as required.
- Comply with safeguarding, health and safety, data protection and Trust policies and procedures.
- Maintain confidentiality and professional standards at all times.
- Promote equality, diversity and inclusion in all aspects of the role.
- Undertake any other duties commensurate with the grade of the post.

Safeguarding

The postholder is responsible for safeguarding and promoting the welfare of young people and vulnerable adults and must act in accordance with the Trust's safeguarding policies and procedures at all times.

All staff are expected to share this commitment. Appointment to this post is subject to an Enhanced Disclosure and Barring Service (DBS) check, a Barred List check, and satisfactory references.

No job description can be comprehensive, and roles develop organically over time. The post holder will be expected to support with any other duties appropriate to the role, as and when this is required.

Person Specification

Requirements	Essential	Desirable	Application	Interview	References
Qualifications	<ul style="list-style-type: none"> • Excellent standards of literacy and numeracy, with the ability to support learners effectively. • Willingness to undertake relevant training and professional development. 	<ul style="list-style-type: none"> • Level 2 qualification in Supporting Teaching and Learning, Health and Social Care or related field. • GCSE Grade 4/C or above in English and Mathematics (or equivalent). • First Aid qualification. 	✓	✓	
Experience	<ul style="list-style-type: none"> • Experience of working with young people or adults with additional needs or the ability to demonstrate relevant transferable skills. • Experience of working effectively as part of a team. • A commitment to supporting individuals to develop their independence, confidence and wellbeing. 	<ul style="list-style-type: none"> • Experience of working with young people or adults with additional needs. • Experience of working within a specialist SEND environment. • Experience of supporting individuals with Autism, learning disabilities or communication difficulties. • Experience of supporting personal care needs. 	✓	✓	✓
Knowledge & Skills	<ul style="list-style-type: none"> • Understanding of the importance of safeguarding and promoting welfare. • Good communication and interpersonal skills. 	<ul style="list-style-type: none"> • Knowledge of EHCPs and person-centred approaches. • Knowledge of communication strategies related to a 	✓	✓	✓

	<ul style="list-style-type: none"> • Ability to build positive relationships with learners and colleagues. • Ability to follow instructions and work under supervision. • Ability to support learners with a range of additional needs. • Good IT and record-keeping skills. • Ability to maintain confidentiality and professional boundaries. 	<p>total communication approach.</p> <ul style="list-style-type: none"> • Understanding of positive behaviour support approaches. 			
Qualities	<ul style="list-style-type: none"> • Enthusiasm for supporting learners to achieve their potential. • Patient, caring and supportive approach. • Reliable, professional and punctual. • Flexible and willing to learn. • Positive attitude towards inclusion and diversity. • Commitment to promoting independence and learner wellbeing. 	<ul style="list-style-type: none"> • Commitment to continuous professional development. • Interest in developing specialist knowledge of SEND, communication, behaviour support or preparation for adulthood. • Understanding of the barriers faced by learners with additional needs and a commitment to removing these. 	✓	✓	✓
Other Requirements	<ul style="list-style-type: none"> • Ability and willingness to support learners in college and community settings. • Willingness to undertake relevant training. 	<ul style="list-style-type: none"> • Full UK driving licence. 			

How to apply

Are we the right college for you?

If you wish to be considered for this vacancy, you should complete the attached application form. Please note that only applications on the Trust's application form will be considered. Candidates who submit a CV will not be short-listed. **Completed applications are to be returned to hr@thesovereigntrust.uk by 9:00am, Wednesday 11th November 2026.**

Closing date for receipt of applications:	Wednesday 11 th November 2026 at 9:00am
Interviews for successful candidates will be held at Chatsworth Futures:	W/C 16 th November 2026

We reserve the right to close this advert early if we receive a sufficient number of applications. We therefore encourage interested candidates to apply as soon as possible to avoid disappointment.

Keeping Children Safe in Education

The Sovereign Trust is committed to safeguarding and promoting the welfare of its pupils and expects all those working for the Trust to share this commitment.

An online search will be carried out and a Childcare Declaration form will be required from shortlisted candidates.

This post is subject to a satisfactory two-year reference history, which we will endeavour to seek prior to interview, Disclosure & Barring Service (DBS) check (previously CRB), medical clearance, and proof of legal working in accordance with the Asylum and Immigration Act 1996.

A copy of our Safeguarding and Child Protection Policy can be found on our website by following this link <https://www.thesovereigntrust.uk/policies-1/> .