

Emotional Literacy Support Assistant (ELSA)/Learning Facilitator

The BRIT School

Are you passionate about supporting young people's emotional wellbeing and helping them thrive in education and the arts?

As an ELSA, you will work closely with students requiring additional emotional and learning support, helping them to engage positively with school life and achieve their potential. You will deliver specialised emotional literacy programmes alongside practical classroom-based learning support.



Working collaboratively with teaching staff, parents/carers, and outside agencies, you will support students through both individual interventions and small group work, helping them develop strategies to manage emotions, build resilience, and improve social interaction skills.

You will also support students in accessing the curriculum across a range of creative and vocational arts subjects.

The BRIT School is seeking a dedicated and compassionate Emotional Literacy Support Assistant (ELSA)/Learning Facilitator to join our Additional Educational Needs team. This is an exciting opportunity to work within a unique creative environment, supporting students aged 14–19 to develop emotional resilience, confidence, and independence.

The BRIT School is looking for a dynamic and innovative learning facilitator to provide individual and in-class support for learning and personal organisation for students aged 14 - 19. This role requires someone who is highly motivated, with excellent communication skills.

This is an exciting opportunity to make a positive impact on the students with Additional Educational Needs (AEN) across the school. The post will support students of different ages and levels of need and will include responsibility for supporting Post 16 students with an Education Health Care Plan (EHCP) as they work through their UAL qualifications. Experience of work as an LF, LSA, TA or Mentor is an advantage. The successful applicant will be organised, friendly, flexible, resilient and remain calm under pressure.

The BRIT School is a unique institution offering specialist education in the arts and related technologies, alongside the full range of National Curriculum subjects at Key Stage 4. It is sponsored by the British Record Industry Trust and has a unique relationship with the performing arts industries.

The BRIT School is committed to equality, diversity and inclusion and this runs through all of our work with students and stakeholders.

The BRIT School runs a five Term academic year with some school holidays falling at different times to the usual Local Authority school breaks. Please see our website for further details of our term dates.

If you have previously applied for this position, please do not submit another application. Repeat applications will not be considered.

Learning Facilitator

The BRIT School

Applicant Information Pack

Closing date:
Monday 1st June (9am) 2026

Interview date:
Monday 8th June 2026

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A Message from the Principal



Creativity is crucial to the future of our economy and society. For over 30 years, The BRIT School has successfully nurtured creative skills in students from every type of background alongside a robust and full academic curriculum. And it does so for free.

Young people who choose to come here are given the tools to carve out their career, the space to think and the environment to be themselves. This is a playground with professional boundaries where the raw talent of 14–19 year olds meets the nurturing expertise of world-class teachers.

The BRIT School revolutionises the lives of its students; 99% of all students who have graduated find work in a huge range of creative industries, or enrol for higher education or training. We are proud to be a Croydon school and equally proud to have national and international friends who support the school with professional and unique opportunities. As the Good School Guide articulates, “You’ll find BRIT graduates’ words, music, performance, directorial and backstage talents just about everywhere you look, from fashion shows to musicals, national theatre to community arts, in the UK and internationally.” This is a hardworking, fun, passionate school packed with dedicated individuals who love the creative and performing arts and recognise the importance of a thorough and robust education in all subjects. We believe in developing well rounded, articulate, kind and dynamic young people.

A handwritten signature in black ink that reads "Stuart Worden". The signature is written in a cursive, flowing style and is underlined with a single horizontal stroke.

Stuart Worden
Principal

Job Description

Job Title	Emotional Literacy Support Assistant (ELSA/Learning Facilitator - Term Time Only
Department	Additional Education Needs (AEN) team
Salary	£29,247 (£33,010 FTE)
Grade	Band 4 Spine Point 13
Hours of Work	35
Contract Type	Support staff
Responsible to	SENCO
Responsible for	N/A
Job Overview	To promote the progress of AEN students by facilitating equity in opportunities to learn and develop through learning support.

Key Responsibilities

- To work with students on the AEN client list to ensure they understand their activities, tasks or briefs.
- Work closely with subject teachers to support students in completing work in the classroom environment and using appropriate strategies to keep students on task and engaged in the work set, ultimately encouraging their independence.
- To monitor students' work in class and provide feedback to teachers and the SENCO on their achievement and progress.
- To maintain records, write notes or reports on progress for the SENCO, and to contribute to Passports for Learning and EHCP Annual Reviews.
- To assist students in the development of their Literacy, Numeracy and IT skills.
- To create or differentiate additional support materials, when appropriate, to the student's level of need.
- To plan, support and teach individual students or small groups in the AEN department.
- To communicate with staff, parents and carers, and outside agencies, providing feedback, under the guidance of the SENCO.
- To be aware of and conform to school policies and procedures, for example, safeguarding, welfare, health and safety, data protection or pastoral care, and to inform appropriate staff of any concerns.
- To use relevant knowledge/skills to support students in a range of arts subjects with students aged 14 – 19 in a vocational context.
- Under guidance, to deliver a learning programme for Option Support students.

- To present appropriate student attainment data to the AEN team during AEN meetings.
- To participate in AEN inset training with departments
- To work occasional evenings during open days and whole school events.
- To undergo any training required to perform duties efficiently.
- To exercise a commitment to the school's mission statement and stated ethos, including the equal opportunities policy, health and safety policy and all other current school policies.
- To provide support to KS4 students as a co-tutor as part of the wider pastoral team.
- To undertake any other duties or one-off talks at the reasonable request of the Principal/SLT/Line Manager.
- Programme Delivery: Plan and deliver individualised and small-group support programmes focusing on emotional literacy and resilience.
- Emotional Development: Help students increase their emotional vocabulary and awareness of their own and others' emotions.
- Crisis & Change Management: Support students in managing stress, grief, anxiety, anger, conflict, and significant life changes like bereavement.
- Social & Self Skills: Promote a realistic self-concept, good self-esteem, and the development of social interaction and friendship skills.
- Professional Supervision: Attend training days and group supervision sessions led by an Educational Psychology Service.
- Evaluation: Write succinct session plans and provide evaluative comments on student progress.

Person Specification

Applicants should demonstrate in their supporting statement how their qualifications, experience, skills and training for each of the criteria below.

Criteria	Description	Essential / Desirable
Education and Training	Willingness and capacity to undertake IT and other training to support the needs of students	Essential
	English and Maths at GCSE grade 4	Essential
	SEND/HLTA training or qualifications	Desirable
Experience	Knowledge of SEND	Essential
	Proven ability in a learning support or similar role	Essential
	Proven ability or interest in Arts Education	Desirable
	Experience of delivering specific intervention programmes	Desirable
	Understanding of how to monitor and track the progress of pupils	Desirable
Knowledge & Skills and Qualities	Good ICT key skills	Essential
	Ability to analyse, interpret and collate information about students in order to write effective reports	Essential
	Good literacy, numeracy and organisational skills	Essential
	Ability to liaise and communicate effectively with students, parents/carers, colleagues and some outside agencies	Essential
	Resilience – the ability to remain calm and work well under pressure	Essential
Personal Qualities	Excellent communication skills (including written, oral and presentation skills)	Essential
	A commitment to safeguarding and promoting the welfare of children and young people	Essential
	Flexible, resilient and open to continuous change	Essential
	Committed to equality	Essential

Terms and Conditions

Availability	ASAP
Contract Type	Permanebt
Hours of Work	35 hours Term Time Only
Salary	The BRIT School Pay Scale Band 4 increment points 13 - 18 Appointments will normally be made to the first point of the grade. Payday is the 26th of each month or the last working day before this should the 26th fall on a weekend or bank holiday.
Work permit	All applicants must be permitted to work in the UK and hold a relevant work permit where necessary. This is not a role in which The BRIT School sponsors a visa application.
DBS Check	The appointment will be subject to satisfactory DBS clearance at the Enhanced level (child workforce).
Probation	The post has a six months' probationary period.
Notice Period	This appointment may be terminated by the staff member giving the Principal notice or the Principal giving the staff member notice of 4 weeks.
Pension	Membership of the Local Authority Pension Scheme is an important employee benefit providing future income for your retirement.

Staff Benefits

Annual Season Ticket/ Travelcard Loan	The school offers an annual loan for those staff who wish to make use of the reduced annual prices.
Eye Tests & Glasses	For staff who use computer screens regularly in their role, the school will pay for their eye test and also up to £150 for new glasses if required for the purposes of seeing the computer screen.
Cycle Scheme	The School is a member of cyclescheme www.cyclescheme.co.uk
Pension	Teaching Staff are automatically enrolled in the Teaching Pension Scheme.
Employee Assistance Programme (EAP)	The BRIT School provides an Employee Assistance Programme, which includes counselling service and financial advice.

Local Discounts

Staff are entitled to a discount at the Croydon Better Leisure Centres. These are located in South Norwood, Thornton Heath, Purley, New Addington and Waddon.

About Us

The BRIT School is the UK's original and leading state funded performing and creative arts school for 1,550 young people, aged 14 to 19. The School – an exempt charity based in Croydon – provides a unique education in the fields of performing and creative arts, including theatre, musical theatre, applied theatre, music, music technology, film and media production, digital arts, visual arts and design, fashion styling and textiles, and production arts in the University of Arts London (UAL) Level 2 and 3 qualifications as well as a full academic programme of GCSEs and A Levels.

It invests in the future of the UK's cultural wealth by nurturing young artistic talent from all backgrounds and teaching the skills needed by the rapidly growing creative industries.

BRIT stands for the British Record Industry Trust and funding from the BRIT Awards and BRIT Trust is invested in the professional facilities and equipment at the School.

The School opened in 1991 and over 14,000 students have been educated at The BRIT School including Adele, Amy Winehouse, Jessie J, Katie Melua, Leona Lewis, Tom Holland, RAYE, Olivia Dean, Loyle Carner, Rizzle Kicks, Cush Jumbo, Blake Harrison, The Kooks, Twain Barrat, Hannah Onslow and Lola Young. In total, students from the School have been responsible for selling over 280+ million albums, 70+ billion streams of BRIT alumni songs between 2018-23 and winning 43 high profile awards including BRIT Awards, Grammys, BAFTAs, Oscars and Laurence Olivier Awards.

Year on year nearly 100% of students are in education, training or employment after graduating.

In November 2024 OFSTED rated the school 'Outstanding' in all five categories of measurement: Teaching and Learning, Behaviour and Attitudes, Personal Development, Leadership and Management and the Sixth Form provision.

Our Mission - To prepare young people for careers in the creative and performing arts.

Our Values - Original, Responsible, Ambitious, Inclusive, Kind

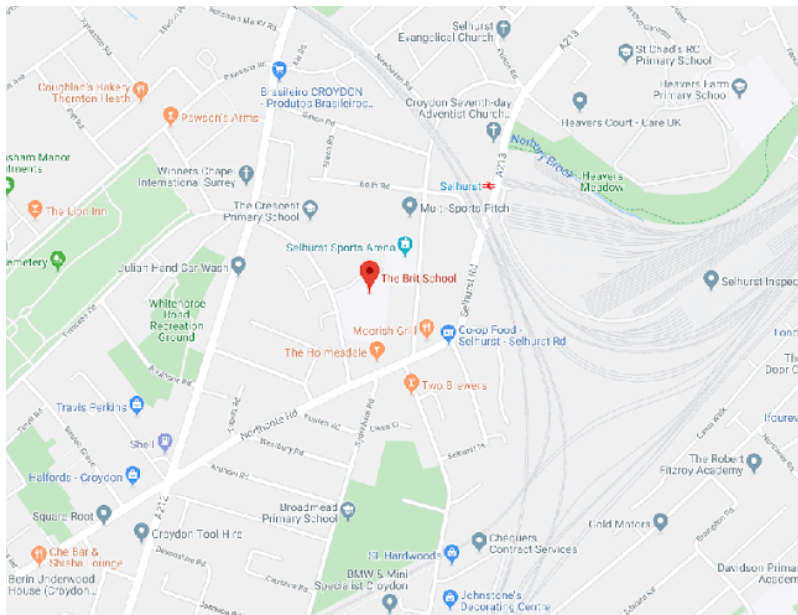
Vision

- To train and educate young people for future careers in Performance and Creative Arts industries.
- To provide a comprehensive and exceptional KS4, Post 16 general and vocational education that prepares students for life in the arts.
- To provide a unique educational approach that has creative teaching and learning in its bloodstream and has a pastoral approach that focuses on the individual reaching their full potential.
- To celebrate the diversity of the educational needs, background, race, religion and sexuality of all within its community.
- To be a role model for other schools and organisations in its community work.

Location

The BRIT School is located in Selhurst, Croydon.

60 The Crescent, London, Croydon CR0 2HN



How to Apply

To apply, please complete our [Application form](#)

CV's without an application form cannot be accepted.

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Monday 1st June (9am) 2026

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The BRIT School is an Equal Opportunities Employer and supports Equality, Diversity and Inclusion.

For more information follow us @TheBRITSchool