

Position:	Engagement Support Worker
Hours:	37 hours
Salary:	NJC 21-26 £29,628.17 - £33,326.83 (actual salary) £34,237 - £38,511 (FTE)
School and location:	Lotus Academy, Lindsay Road, Sheffield S5 7WE
Contract type:	Full Time (Term Time Only) / Permanent
Closing date:	Sunday 6 th September 2026 (Midnight)
Interview date:	Thursday 10 th September 2026 or Friday 11 th September 2026

About our School

Lotus Academy is a new school working within Nexus Multi-Academy Trust. This is a really exciting time for the school as we continue to improve, all areas of school are making progress and our new curriculum offer will enable our students to access the curriculum in a variety of ways.

Our pupils have a range of complex Social Emotional and Mental Health needs. They enjoy a safe, creative and stimulating school environment with a strong emphasis on nurture and forming strong relationships with staff and peers. Their Individual Support Plans are reflective of their Education Health and Care Plan (EHCP) outcomes, their risk assessments and the interventions that are required for a child to make progress in our school.

Lotus Academy staff share the same commitment to ensuring that all our children achieve their full potential and can support our school values of:

Enjoyment

Empathy

Togetherness

Our school is committed to providing care and support to some of the most disadvantaged and vulnerable children in the city. You would need to be flexible and committed to working as part of a team.

About the Trust

This is an exciting opportunity to join an award winning Multi Academy Trust and be part of a welcoming and supportive team that serves amazing children and young people. Nexus Multi Academy Trust was founded in 2016, with 19 unique SEND and mainstream academies.

We are a growing, forward thinking and innovative Trust with a shared ethos, vision and values for a personalised child centred approach. We are committed and invested in "Learning together, to be the best we can be" and it is as relatable to every employee and partner of our Trust as it is to our children, young adults and their families.

Please see a copy of our most recent [prospectus](#) and [workforce engagement statement](#) for further information.

Our Opportunity

We are looking to appoint an experienced and enthusiastic practitioner who has the skills and knowledge to fulfil an Engagement Support Worker role. We are looking for someone who has experience with special needs education, who has a real passion to support and enable the learning and development of the children in our Academy. The position will appeal to experienced SEND practitioners and individuals who have other skills to offer, such as people who have supported with engaging pupils and young people in education or alternative learning experiences. This role is about supporting our most complex pupils who, for a range of reasons, have become disengaged with education and, often due to past trauma, struggle to build trusting relationships.

We are looking for practitioners who have an innovative approach to their work and aren't afraid to think of new and interesting approaches to the support they offer.

You will be supporting learners with their personal and social development through a holistic approach and will be a core part of the work involved in re-engaging pupils who struggle to access their education. You will have the ability build strong trusting relationships and embody the ethos of 'unconditional positive regard', even when faced with behaviour that may challenge. This will involve supporting pupil both at school and in the community.

Whether you are an experienced teaching assistant who has worked within specialist educational needs or someone who has a real drive to make a difference in children's lives, you must be able to provide our children with aspirations for their futures along with promoting a positive culture in everything you do.

What you can expect from us

Wellbeing – Pay – Careers and Training – Annual Leave and Flexibility

- ✓ Access to free wellbeing support resources including counselling, medical and legal advice and an option to top up to private healthcare via corporate membership of a healthcare plan.
- ✓ Access to discount schemes for savings with high street retailers, restaurants, activities and lifestyle services
- ✓ Auto enrolment into a leading pension scheme with Teachers Pension Scheme or Local Government Pension Scheme
- ✓ Access to extensive and tailored career pathways, CPD programmes, training and coaching giving you the opportunity to grow and develop your career
- ✓ An Induction package to help you settle in and approach your role with confidence and enthusiasm

- ✓ The ability to contribute to and share quality practice with other professional TAs, Teachers and the wider team
- ✓ Internal opportunities across the Trust academies and to work with specialised leaders in education on nationally recognised projects
- ✓ Flexible working policies
- ✓ Cycle to Work Scheme
- ✓ Annual leave increases based on length of service plus bank holidays for support staff

To apply

If you're interested in this role and wish to apply, please visit the Nexus MAT website to download an application form. You'll find it under the *Joining Us – Careers* section, where the position is listed

All candidates are advised to refer to the job profile before making an application.

Completed applications to be sent to: hr-enquiries@nexusmat.org

In line with safer recruitment practices and Keeping Children Safe in Education (KCSIE), curriculum vitae (CV's) will only be accepted alongside a full application form

We reserve the right to close this advertisement early should we receive a high volume of suitable applications.

Further information

For an informal and confidential conversation about the role, please contact our Headteacher – Nigel Roberson by emailing hr-enquiries@nexusmat.org to arrange a call.

Further information about our school can be found on our school website: www.lotus-academy.org

Nexus Multi Academy Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed.

This post involves working with children and young people. If successful you will be required to apply for a disclosure of criminal records check at an enhanced level and a barred list check. Further information about the Disclosure and Barring Service and can be found at www.gov.uk/disclosure-barring-service-check.

We are an equal opportunities employer committed to recruiting and retaining a diverse workforce.