



INFORMATION PACK:

Learning Support Assistant



Job Description

Role:	Learning Support Assistant (LSA)		
Line Manager:	SEND Provision Lead	Direct Reports:	None
Scale:	Grade D Matched to job ref 1382	Hours:	31 hours per week / 38 weeks per year and Sept training day(s)

General Responsibilities

To be responsible for supporting students with individual needs including learning, behavioural, emotional, social, and physical difficulties

Specific Responsibilities

- To understand and be fully committed to the duties and responsibilities in relation to child protection and safeguarding young people.

To provide students with personal and welfare care by:

- Assisting with the planning, development and implementation of student education/behaviour plans to help with the development of social skills and to ensure that the School's health, safety, and behaviour policies are maintained;
- Encouraging all students to take responsibility for their own behaviour and promote independence.
- Providing intimate care as and when required, and to complete necessary training if required.

To support students in the learning environment by:

- Supervising and supporting students in the learning environment including more in-depth support for those with special needs, to promote independence, inclusion, acceptance, and equality of access to learning opportunities for all students;
- Assisting students within the class, individually or within small groups [and sometimes outside the main classroom] in the completion and adjustment of a wider range of pre-defined learning, care, and support activities to meet the requirements of students and the curriculum;
- Assisting with the supervision of students and planning of activities out of lesson times [for example at lunchtimes, before and after school] where required;
- Assisting students with mobility equipment such as using wheelchairs to support students in their learning environment;
- Supporting students on visits, trips and out of school activities as required, and take responsibility for a group of students under the direct supervision of the teacher;
- Supporting students in the after-school homework club, Aspire, one day each week.

To provide clerical and other support by:

- Providing clerical and other support to meet individual student's needs [for example scaffolding learning activities, differentiating homework tasks, photocopying resources, typing, filing];
- Administering routine tests, invigilating exams, and undertaking routine marking of students' work to meet requirements of students and the curriculum;
- Supporting students during tests and exams.

To prepare and maintain the classroom environment and resources by:

- Creating and maintaining a purposeful, orderly, and supportive environment in accordance with lesson plans and assisting with the display of students' work to support pre-defined learning activities to meet the needs of students and the curriculum;
- Preparing, maintaining, and using equipment and resources required to meet lesson plans/learning activities to meet the needs of students and the curriculum.

Other

- On any occasions when allocated students are absent, to support other students as directed by the SEND Provision Lead;
- To support within the Inclusion room if required;
- Act as a co-tutor to a form group;
- To undertake any additional duties as deemed reasonable by the Principal.



Person Specification: Learning Support Assistant (LSA)

SELECTION CRITERIA (no priority order)			
Qualifications	Essential	Desirable	Method of Assessment
A good standard of education to at least level 2 standard or equivalent	X		Application form/verified at interview
High standard of literacy and numeracy to at least level 2 standard	X		Application form/verified at interview
Relevant professional qualification		X	Application form/verified at interview
Working with Children and Young People	Essential	Desirable	Method of Assessment
Motivated to work with children and young people to ensure they are successful	X		Application letter/reference/interview
Commitment to, and belief in, the equal value of all students	X		Application letter/interview
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		Reference/interview
Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	X		Reference/interview
Ability to raise self-esteem and expectations of children and young people	X		Application letter/reference/interview
Experience of working with young people		X	Application letter/interview
Skills & Experience	Essential	Desirable	Method of Assessment
Ability to communicate effectively and relate well to all stakeholders	X		Reference/interview
Strong ICT skills, particularly with the Microsoft Office suite	X		Application letter/interview
Ability to work as part of a team	X		Application letter/interview
Evidence of resilience when working effectively under pressure	X		Reference/interview
Knowledge and experience of relevant highly effective behaviour management strategies for children and young people and the ability to use them effectively	X		Application form/interview
Authoritative, consistent, and fair: a commanding presence	X		Application form/reference/interview
Good sense of humour	X		Reference/interview
Additional Requirements	Essential	Desirable	Method of Assessment
Willingness to contribute to the wider aspects of school life		X	Interview
Evidence of commitment to professional development	X		Application letter/reference
An interest in / commitment to the Performing Arts		X	Interview