

Job Description

Job Title	Learning Support Assistant
Grade	Scale 3.5 – 3.6
Reports to	Head Teacher, Deputy Head Teacher, SENCO
Liaison with	SENCO, Teaching staff, support staff and students
Job Purpose	To work in partnership with SENDCO, SEND Support Manager, Learning Support, teaching staff and students to support learning in line with the national curriculum, the SEN Code of Practice, school policies and procedures.
Principle Accountabilities	To work with students with a Special Educational Need and Disability (SEND), students with English as an Additional Language (EAL) and our disadvantaged students in order to promote their inclusion and to provide support for student progress and wellbeing.
Duties	<ul style="list-style-type: none"> Promote the inclusion of students with SEND, EAL and disadvantaged students within the classroom and school setting Establish positive working relationships with identified students, acting as a role model and setting high expectations for pupil progress To work with specified students on a one to one basis and small group both within the class and outside of the classroom under direction of SENDCO or teaching staff Implement planned learning activities and interventions as agreed with the SENDCO, differentiating activities according to students needs as appropriate Promote positive pupil behaviour in line with school policies Support students consistently and positively whilst recognising and responding to their individual needs and skills Support the use of ICT in the classroom and develop students competence and independence in its use Encourage students to interact and work co-operatively with others and engage all students in activities To liaise with teaching staff to provide feedback on student progress and behaviour. Monitor and record student progress and activities as appropriate, the postholder to write records and reports when required. To complete all paperwork promptly as requested by the SENDCO To support learning by arranging / providing / differentiating resources for lessons / activities under the direction of the SENDCO To supervise and support students for specified periods including break and lunch time Promote independent learning and working and employ strategies to recognise and reward achievement of self-reliance To assist on educational visits To invigilate exams for students with additional needs To attend to student's personal needs under direction of SENDCO Attend relevant school meetings as required To attend appropriate training courses in order to enhance professional development and take responsibility for own development.
General	<ul style="list-style-type: none"> To comply with policies and procedures relating to child protection, equal opportunities, health, safety and security, confidentiality and data protection, reporting any concerns to an appropriate person. Be aware of and support difference and ensure all students have access to opportunities to learn and develop Contribute to the overall ethos/work/aims of the school To understand and apply school policies in relation to health, safety and welfare. To be conscience of the confidentiality of work undertaken To comply with individual, responsibilities, in accordance with the role, for health & safety in the workplace

	<ul style="list-style-type: none"> • Ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy • The Governing Body is committed to safeguarding and promoting the welfare of student and young people and expects all staff and volunteers to share this commitment • To support the ethos of the Academy <p>The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out the appropriate duties within the context of the job, skills and grade.</p>
--	--

LSA

General heading	Detail	Examples
Qualifications & Experience	Specific qualifications & experience	Educated to NVQ Level 3 Completion of DCSF Induction programme
	Knowledge of relevant policies and procedures	Understanding of school policy
	Literacy	NVQ Level 3 in English or equivalent
	Numeracy	NVQ Level 3 in Numeracy or equivalent
	Technology	Ability to use administrative IT packages
Communication	Written	Ability to write reports
	Verbal	Ability to use clear language to communicate information unambiguously
	Languages	Use initiative to overcome communication barriers with students and adults
	Negotiating	Ability to give clear instructions
Working with children	Behaviour Management	Ability to implement the school's behaviour management policy to ensure appropriate conduct and behaviour of students
	SEND	Ability to support students with SEND and EAL with their learning
	Curriculum	Good understanding of the school curriculum in support of learning materials
	Health & Well being	Understand and support the importance of physical and emotional wellbeing
Working with others	Working with partners	Understand the role of others working in and within the school
	Relationships	Ability to establish rapport and respectful and trusting relationships with others
	Team work	Ability to work effectively with a range of adults
	Information	Know when, how and with whom to share information
Responsibilities	Organisational skills	Good organisational skills Ability to remain calm under pressure
	Time Management	Ability to manage own time effectively
	Creativity	Ability to follow instructions accurately Ability to deal with unexpected problems
General	Equalities	Awareness of and commitment to equality
	Health & Safety	Basic understanding of Health & Safety
	Child Protection	Understand and implement child protection procedures
	Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
	CPD	Be prepared to develop and learn in the role