

Hadrian Learning Trust

JOB DESCRIPTION

Post Title:	Learning Support Assistant	Director/Service/Sector :	Children's Services
Band:	3	Workplace:	QEHS Part of HLT
Responsible to:	Assistant SENDCO and Assistant Headteacher /SENDCO	Date:	July 2024
Job Description Ref:			

Responsible for:

Contact with young people: This role requires regular, ongoing and unsupervised contact with young people. This contact is direct and could potentially be on both a, 1:1 and group basis within the workplace. The degree of responsibility for young people is outlined below in the role and responsibilities area of the form.

Job Purpose:

To provide specific support around in-class support as well as personal, intimate, manual handling to enable students with physical and learning disabilities to engage fully with school life. To work under the guidance of teaching/senior staff to support access to learning for students and provide general support to the teacher in the management of students. Work may be carried out in the classroom or outside the normal working area.

Resources	Staff	Not Applicable
	Finance	Not Applicable
	Physical	School and Classroom Resources, Specialist Equipment (SEND Students)
	Clients	Internal (Teachers, Other Staff, Pupils) and External (Parents, Visitors, Members of the Public external agencies).

Duties and key result areas:

Organisation

1. The role reports into the Assistant SENDCO and indirectly the SENDCO
2. The role is based within the SEND department and classroom environment

Support for Students

3. Attend to the personal needs of students including the implementation of personal learning programmes that may include social, health, physical, hygiene and welfare objectives
4. To support a specific student with a level of personal care
5. Supervise and support students with special educational needs in their access of learning
6. Establish good relationships with students, acting as a role model and responding to the needs of each individual student
7. To actively promote inclusive practice within the classroom setting to ensure acceptance of all students
8. Encourage students to interact with one another
9. Encourage students to engage in, and participate in learning activities led by the subject teacher
10. To encourage students to act independently as appropriate

Support for the Teacher

11. Report to the subject teacher, as agreed, on:
 - Student problems
 - Student progress
 - Student achievements
12. Undertake the maintenance of student records as directed and where appropriate by the subject teacher and SENDCO
13. Support the teacher in the management of student behaviour
14. Contact with parents and carers as directed by SENDCO
15. Provide information to parents and carers as directed by SENDCO
16. To work effectively as part of the SEND Team and with other teaching staff in addressing the special needs of students in mainstream as directed by the SENDCO or Senior LSA(SEND)
17. To act upon guidance provided by members of the SEND team and other professionals
18. To attend SEND review meetings when requested
19. To assist SEND students on arrival and departure from school as required
20. To work with health professionals to ensure that medical, personal and learning needs are being met in school

Support for the Curriculum

21. Help students to understand instructions.
22. Support student learning with respect to all of the local and national learning strategies
23. Support students in their use of ICT as directed by the subject teacher and SENCO
24. Prepare and maintain equipment and resources as directed by the subject teacher and SENCO

Administration

25. Undertake typing and word processing and complex IT tasks
26. Communicate with other staff to improve efficiencies
27. Create documents and reports on nominated students
28. Record information within Trust MIS's.
29. Provide administrative and organisational support to the Assistant SENDCO's /SENDCO
30. Train and develop staff as appropriate

Whole School Responsibilities

31. Liaise with parents and outside agencies where necessary to establish an understanding of the wider needs of a student
32. Attend multi-agency meetings where relevant
33. Provide advice and guidance where relevant for students seeking support
34. Where relevant, liaise with academic team regarding academic support and its implementation
35. Communicate with relevant staff where necessary regarding support in place for students
36. Provide advice and guidance to staff, students and others across the school as necessary
37. Comply with and assist with the development of Trust policies. The post holder must carry out his/her duties with full regard to the Trust's Child Protection, Equalities and other relevant policies in the terms of employment and service delivery to ensure that colleagues are treated and services delivered in a fair and consistent manner and procedures relating to:
 38. Safeguarding and Child protection
 39. Health and safety - the post holder is required to comply with health and safety policy and systems, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in



order to protect both oneself and others.

- 40. Data protection
- 41. Confidentiality and data protection. Reporting all concerns to an appropriate person.

- 43. Support the school's policies that ensure equality of opportunity across a range of abilities
- 44. Contribute to the overall ethos of the school and Work in such a way as to promote the ethos and vision of the school.
- 45. Establish constructive relationships and communicate effectively with external agencies
- 46. Attend and participate in regular meetings
- 47. Participate in training and development as required
- 48. To undertake First Aider training appropriate with the role and nature of activity
- 49. To undertake other duties and responsibilities as required commensurate with the grade of the post

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. You are therefore under a duty to use the school's procedures to report any concerns you may have regarding the safety or well-being of any child or young person.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to adopt a professional, courteous demeanour at all times during communication with colleagues, visitors, or students.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Work Arrangements

Transport requirements:	None
Working patterns:	Monday to Friday
Working conditions:	Office and Classroom based, Mainly indoors with some outdoor activity.

Work Arrangements

Transport requirements: Working patterns: Working conditions:	Required to use own transport to travel within and out-with the County Normal work patterns Normally indoors; there may be occasions where you would be required to work at Hexham Middle School or other school within the Trust
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PERSON SPECIFICATION		
Essential	Desirable	Assess by
Knowledge and Qualifications		
The ability to converse at ease with students and colleagues and provide advice in accurate spoken English is essential for the post. As is an ability to fulfil all spoken aspects of the role with confidence through the medium of English. Good numeracy and literacy skills (Level 2);	Completion of DCSF Teaching Assistant Induction Programme; NCFE Certificate for Teaching Assistants Knowledge of KS3 and 4 curriculum	(a), (t), (g)
	Knowledge of strategies to support learning	
Experience		
Working with or caring for children of high or middle school age.	Experience of working with young people with behavioral/emotional/social difficulties	(a), (i), (g)
Skills and competencies		
Basic ICT skills Can relate well to both young people and adults Basic Office skills e.g. photocopying, filing Ability to self motivate Can work as a member of a team and independently		(a), (i), (t)
Physical, mental and emotional demands		
Emotional resilience Ability to work flexibly		(i)
Other		
Willingness to participate in personal and professional development	Evidence of learning beyond the work place	(a), (i)

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits

Please note that Recruitment and Selection records will be retained and used in accordance with the General Data Protection Regulations (GDPR) 2018 and other legislative provisions.