

Job Description and Person Specification **for Learning Support Assistant**

PURPOSE OF THE JOB:

To provide practical assistance to teachers in meeting the educational, social and personal welfare needs of the pupils. As far as possible, to ensure a safe working environment for staff and pupils. To contribute to facilitating pupil access to the education system, promoting inclusion, assessing and supporting achievement and monitoring progress towards individual/school objectives.

MAIN DUTIES:

1. To provide personal care and assistance for pupils who require such support. This may include assisting with oral and personal hygiene including changing nappies/pads and facilitating incontinence programmes, feeding or assisting with feeding the pupil safely and hygienically and supporting the pupil during break and lunch times as appropriate.
2. To prepare, and assist in the preparation, of the classroom, resources, equipment and computers for use of pupils.
3. Assisting the Teacher to supervise and support pupils' individual education plans, both indoors and outdoors. Assisting with work programmes and written observations and records on individual's progress. To take part in school activities and events as required.
4. To work with individuals and small groups on specific activities under the guidance of the Teacher and/or other lead person.
5. To support the management of challenging behaviour in line with school policy and individual behaviour plans.
6. Communicating with pupils with varying degrees of speech and hearing difficulties, using body, sign language and other communicative system/equipment where necessary.
7. To motivate and support pupil(s) to remain on task and complete work in a focused way.
8. Accompanying and supporting pupil(s) on outings from school as necessary.
9. To pass on information about pupil's educational, personal and social needs to the Class Teacher, other staff and parents/carers as appropriate. To contribute to team meetings and review meetings.
10. To actively support the pupils in physical activities (PE, Drama, Swimming etc) as required.
11. To liaise with external agencies and follow their advice for safety,

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12. To undertake training and attend INSET days in accordance to contractual requirements. To contribute to whole school policies.
13. Attending to minor accidents as school, where appropriate training has been given, and supervising unwell children at the direction of the Head Teacher.
14. To maintain the health and safety of pupils and colleagues in the school by assisting in maintaining a clean and tidy environment and reporting any hazards that cannot be dealt with to the class teacher/ premises manager /senior management team.
15. To carry out all duties within the framework of the school ethos and equal opportunities policy.
16. Assisting with any other duties of a similar level of responsibility as required by the Head Teacher.

At this level:

The employee will work under the supervision of a teacher/supervisor in the School and may be either a new entrant to the occupation or someone who has experience across a range of duties.

At this level the employee will be expected to:

- Help with classroom resources and records
- Help with the care and support of pupils
- Provide support for learning activities
- Provide effective support for his/her colleagues

This will involve:

- Supporting literacy and numeracy activities in the classroom
- Contribute to the management of pupil behaviour
- Support the use of ICT in the classroom
- Support the maintenance of pupil safety and security
- Contribute to the health and well-being of pupils
- Undertake training in the specific skills needed, eg Manual handling, Feeding, Communication. (Personal care and assistance must be carried out following established advice, procedures and guidelines and following appropriate training).
- Using office machinery eg photocopier, laminator.

In addition they may also:

- Support pupils with communication and interaction difficulties
- Support pupils with cognition and learning difficulties
- Provide support for pupils with sensory and/or physical impairments
- Undertake specific training in the skills needed to provide the personal care required, eg manual handling, communication skills.

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Educational requirements:

- English language reading and comprehension up to GCSE standard
- Numeracy skills up to GCSE standard

May have had some training in communication techniques, creative play, physical care techniques.

May be working towards relevant City and Guilds, NVQ or BTEC qualification or LEA approved training.