



Inspire Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, other workers and volunteers to share this commitment

Job Description and Person Specification

Post Title:	Level 1 Learning Support Assistant
Responsible to:	Head of Learning Zone / SENCO Additional Resource Centre Working under the direct instruction of Teaching Staff and/or Level 3 TA
Responsible for:	Supporting pupils as directed
Grade:	Band C, 30.5 hours per week, term time only Actual Salary £12,965 (FTE Salary £18,065 to £18,426)

Main Purpose of Job

To work under the direction and instruction of appropriate Teaching Staff and/or Level 3 TA to support access to learning for pupils and provide general support in the management of pupils and the classroom. The post includes one whole school duty per week and one after school meeting.

All postholders at Oakwood High School are required to work at their designated level to support the implementation of all school policies and procedures to achieve the key targets of the school. These targets are reviewed annual and adapted to meet the needs of our pupils.

Duties and Responsibilities

1	Support for pupils
1a	Attend to the pupils' personal needs and implement related personal programmes including social, health, physical, hygiene, first aid and welfare matters.
1b	Supervise and support pupils, ensuring their safety and access to learning.
1c	Establish good relationships with pupils, acting as a role model and responding appropriately to individual needs.
1d	Promote the inclusion and acceptance of all pupils.
1e	Encourage pupils to interact with others and engage in activities led by the teacher.
1f	Encourage pupils to act independently as appropriate.
1g	Deliver individualised Pupil Support Plans (PSPs) via 1:1 and group interventions

2	Support for the Teacher
2a	Work with the teacher to determine needs of pupils and support the teacher in ensuring that the curriculum is accessible.
2b	Be aware of pupil needs/progress/achievements and report to the Teacher and SENCO as agreed.
2c	Undertake pupil record keeping as requested.
2d	Support the Teacher in managing pupil behaviour, reporting difficulties as appropriate.
2e	Gather/report information from/to Parents/Carers as directed.
2f	Provide clerical/administrative support, eg, photocopying, typing, filing, collecting money, etc.

3	Support for the Curriculum
3a	Support pupils to understand instructions and access the curriculum.
3b	Support pupils in respect of local and national learning strategies, eg, literacy, numeracy etc, as directed by the Teacher/SENCO.
3c	Support pupils in using basic ICT as directed.
3d	Prepare and maintain equipment/ resources as directed by the Teacher and assist pupils in their use.

4	General
4a	All employees have a responsibility for implementing all School Policies and procedures and working in accordance with the Code of Conduct for Staff.
4b	Break-time, dinner and after school duties (on a rota basis).
4c	All employees will be asked to work at their level on student interventions to meet student needs and school targets.
4d	Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
4e	Appraisal and Continuing Professional Development (including attendance and contributions to School INSET and Planning events and Learning Zone meetings). Recognise own strengths and areas of expertise and use these to achieve and support others.
4f	Be aware of and comply with policies and procedures relating to Child Protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person in accordance with policy.
4g	Contribute to the overall ethos / aims of the school.
4h	Establish constructive relationships and communicate with others in liaison with the Teacher, to support achievement and progress of pupils. Take the initiative, as appropriate, to develop appropriate multi-agency approaches to supporting pupils.
4i	Deliver out of school learning activities within the guidelines established by the school, you may be required to adjust your working day to support this.
4j	Supervise pupils on visits, trips and out of school activities as required.
4k	Support for school wide events.
4l	Support the role of other professionals

Person Specification
Post: Learning Support Assistant



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Personal Skills Characteristics		Essential	Desirable	Method of Assessment
1	Qualifications and Experience			
1.1	GCSE English and Maths at grade C or above or equivalent (GCSE Science is also preferred).	✓		AF
1.2	Evidence of qualities that would suggest suitability for working with and supporting the needs of pupils.	✓		AF
1.3	A commitment to future training and development.	✓		AF
1.4	Self-motivated, enthusiastic and able to work on own initiative.	✓		AF, I, R
2	Support for Learning			
2.1	Interest in the educational provision for pupils with specific needs.	✓		I, R
2.2	Knowledge of educational developments.		✓	I
2.3	Evidence that suggest commitment to pupil success and achievement.		✓	AF, I, R
2.4	Evidence that suggests a commitment to classroom and one to one support.	✓		AF, I, R
2.5	Experience of using IT in the classroom.	✓		AF, I
2.6	Ability to use Go4Schools.		✓	AF, I
3	Personal Qualities			
3.1	Conscientious, honest and reliable.	✓		I, R
3.2	Able to make carefully considered decisions.	✓		I, R
3.3	Ability to work on own initiative.	✓		R
3.4	Ability to communicate with a range of adults and pupils.	✓		I, R
3.5	A commitment to self-improvement.	✓		AF, I
3.6	Capacity to motivate, inspire and challenge young people.	✓		I, R

Personal Skills Characteristics		Essential	Desirable	Method of Assessment
3.7	Ability to establish and maintain good relationships with a range of adults and pupils.	✓		I, R
3.8	Inclusive.	✓		AF, I, R
3.9	An understanding of and commitment to equal opportunities issues both within the workplace and the community in general.	✓		I
3.10	Ability to identify risks within personal objectives.	✓		AF, I
3.11	A commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.	✓		I
4	Mandatory Requirements			
4.1	A DBS check at an enhanced level (formerly CRB check) must be undertaken by all candidates and be satisfactory as a condition of employment with Inspire Trust.	✓		C
4.2	School posts are exempt from the Rehabilitation of Offenders Act, 1974; all current convictions, cautions and bindovers must be declared on the application form or provided in a sealed envelope addressed to the Headteacher. The 2013 amendments to the Act allow that minor spent convictions, cautions and bindovers do not need to be declared.	✓		AF
4.3	References that confirm suitability to work with children, reference must be provided from current/most recent employer. References will not be accepted from members of candidate's families or acting purely as a friend.	✓		AF
5	Physical Requirements			
5.1	Health and physical capacity for the role.	✓		I, R
5.2	A good attendance record in current employment, (not including absences resulting from disability).	✓		I, R

Key to abbreviations:

AF Application Form

R References

I Interview

CQ Certificate of Qualification

OT Occupational Testing (this method of assessment is optional but if used it may be at the shortlisting or interview stage – candidates will be informed)

C Criminal Records Check

We undertake to make any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have. Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.