

JOB DESCRIPTION

Post Title	Learning Support Assistant (SEMH)
Salary Scale / Grade	Scale 2 - SCP 4
Primary Workbase	Carisbrooke College
Hours per week	31
Full time or Term time	Term time plus 1 day
Reporting to	SENDCo

Purpose:

To work under the direct instruction of teaching / senior staff to support access to learning for students and provide general support to the teacher in the management of students and the classroom. To also plan, facilitate and deliver interventions specialising in Social Emotional Mental Health (SEMH) support and assistance with our alternative curriculum pathway.

Key Accountabilities:

Support for students

- Attend to the student's personal needs, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
- Supervise and support the students ensuring their safety and access to learning.
- Establish good relationships with students, acting as a role model and being aware of and responding appropriately to individual needs.
- Promote the inclusion and acceptance of all students.
- Encourage students to interact with others and engage in activities led by the teacher.
- Encourage students to act independently as appropriate.
- Plan and deliver interventions with a SEMH focus; working with students with SEMH needs to develop their confidence and enable them to further progress across the curriculum.

Support for teachers

- Help in the preparation of the students work area as directed for lessons and clear away afterwards and assist with the display of students work.
- Be aware of student problems / progress / achievements and report to the teacher as agreed.
- Undertake student record keeping as requested.
- Support the teacher in managing student behaviour, reporting difficulties as appropriate.
- Gather /report information from /to parents /carers as directed.
- Provide clerical / admin support, e.g. photocopying, typing, filing.

Support for the curriculum

- Support students to understand instructions.
- Support students in respect of local and national learning strategies, e.g. literacy, numeracy, as directed by the teacher.
- Support students in using ICT as directed.
- Prepare and maintain equipment / resources as directed by the teacher and assist students in their use.

Support for the School

- 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.
- Be aware of and support differences and ensure all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos / work / aims of the college. Appreciate and support the role of other professionals.
- Attend relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Assist with the supervision of students out of lesson times, including before and after school and at lunchtimes.
- Accompany teaching staff and students on visits, trips and out of school activities as required.

Other Responsibilities:

- To follow and support the School's policies reflecting the commitment to high achievement and effective teaching and learning.
- To contribute to the maintenance of the School's ethos by expecting high standards from all of the students in both lessons and social times, and modelling these high standards personally.
- To ensure all duties and responsibilities are discharged in accordance with the School's health and safety at work policy.
- To promote and safeguard the welfare of students and young people you may come into contact with.
- To undertake any other reasonable tasks as directed by the Executive Headteacher.

Review:

This job description is subject to annual review and / or change at other times in response to identified needs. It is expected that the post holder will undertake additional duties, as required, and in agreement with their line manager, to operate in a flexible environment.

PERSON SPECIFICATION

	Essential	Desirable	How Tested A – Application I – Interview T – Test
QUALIFICATIONS AND TRAINING			
GCSEs at 4 / C or above in English and Mathematics or equivalent	✓		A, I
Completion of / or participating in role related study		✓	A, I
First Aid Certificate		✓	A
EXPERIENCE			
Basic experience of working with or caring for children in group setting of relevant school age	✓		A, I
Experience of working with students with additional needs	✓		A, I
Day to day working experience in ICT, including word processing and spreadsheets and school learning packages	✓		A, I
A working knowledge of Google software, including Google Docs and Google Sheets		✓	A, I
Experience of working in an educational setting		✓	A, I
KNOWLEDGE AND UNDERSTANDING			
Understanding of child development		✓	A, I
Understanding and experience of the main safeguarding principles		✓	A, I
SKILLS AND ABILITIES			
Good interpersonal, verbal and written communication skills with adults and children alike in a variety of settings	✓		A, I
Conscientious and positive disposition	✓		A, I
Ability to work on own initiative and self-manage	✓		A, I
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	✓		A, I
Ability to use Arbor		✓	A, I
PERSONAL QUALITIES AND ATTITUDES			
Ability to maintain high quality professional relationships with all, acting as role model to students	✓		I
Ability to be discreet and professional at all times, ensuring confidentiality is upheld	✓		I
Calm, approachable, resolution-focused disposition.	✓		I
Willingness to participate in further training and developmental opportunities to further knowledge	✓		I