



Thornden School

Person Specification

Learning Support Assistant

Salary:	Pay scale B/C (£18,561 - £19,941 pro rata (experience dependant))
Hours:	25.5 hours per week (8:50am to 2:55pm (Wednesdays 8:30am to 2:55pm)), term time only Please note that we will also consider applications for part-time working hours. On application, please specify exactly what times you are able to offer
Contract:	12-month Fixed Term Contract, ideally starting 1 st September 2021
Reporting to:	SENCo/Learning Support Co-ordinator
Responsible for:	Supporting students to access the curriculum
Further Information:	May be ideal for someone considering Initial Teacher Training, but applications from all candidates will be welcome, including those with primary level experience

Principle Responsibilities

As students are supported in all areas of the curriculum, in academic and practical subjects, Learning Support Assistants (LSAs) work in a wide variety of departments. They work under the classroom teacher and the SENCo to support students to access mainstream lessons.

LSAs perform an important role in promoting wellbeing and access for students with Special Educational Needs and Disabilities (SEND).

Qualifications & Training

Essential –

5 GCSEs at grades 9 to 4 (A* to C) (or equivalent)

Experience

Essential –

An active interest in and/or knowledge of specific curriculum areas or an interest in developing this (e.g. History, Maths, English)

Knowledge of (or a willingness to develop) strategies to support and promote positive learning behaviours inside and outside of the classroom

An interest in understanding classroom roles and responsibilities

Desirable –

Previous experience of working in a school

Previous experience working with secondary age students

Experience of supporting learners with specific learning difficulties (dyslexia) and/or Developmental Language Disorder

Experience of supporting learners who have an autistic spectrum condition

Skills / Knowledge

Essential –

Good numeracy and literacy skills

Confident communication skills, verbal and written

Competence in ICT to support learning and to communicate professionally

An ability to relate well to children and adults

Understanding of safeguarding, health and safety, and other training to be undertaken

Personal Attributes

Essential –

- An open, approachable, friendly and professional manner
- An ability to be reflective around own learning needs and actively seek learning opportunities
- Experience of working constructively as part of a team
- Experience of working independently
- Ability to remain calm under pressure
- Ability to maintain strict confidentiality
- Commitment to young people and creating the best learning opportunities for them
- Warmth and a sense of humour
- Ability to form and maintain appropriate relationships
- Ability to understand personal boundaries with children and young people

Other

Essential –

- Excellent punctuality and attendance
- A commitment to safeguarding and promoting the welfare of children and young people
- Successful completion of DBS and other pre-employment checks

