



# CROFTON ACADEMY JOB SPECIFICATION

**Post Title:** Learning Support Assistant (LSA)

**Reporting to:** Classroom Teacher/Inclusion Manager

**Location:** Crofton Academy **Grade:** 4

**Overall Purpose of the Post:**

Under the direction and supervision of a teacher or line manager to support pupil's learning, to attend to pupils personal needs and to provide general support in managing pupils and the classroom.

<b><u>Knowledge, skills and experience requirements for the post.</u></b>		
	<b><u>Essential</u></b>	<b><u>Desirable</u></b>
<b><u>Qualifications/ Training</u></b>	Level 2 Numeracy / Literacy or willingness to work towards this  Supporting pupils with S.E.N. Level 2 or 3 qualification.	Support Work in Schools (S.W.I.S.) Level 2.
<b><u>Knowledge &amp; Skills</u></b>	Good numeracy/ literacy skills  The ability to relate well with children and adults.  A good understanding of child development and learning.  The ability to work as a member of a team.  Up to date knowledge of child protection.  To have empathy with pupils with SEN.  Knowledge of health and safety issues.	Appropriate knowledge of First Aid qualification  Use of Technology e.g. ICT.  Data Protection issues.
<b><u>Experience</u></b>	Working or caring for children	

## **Responsibilities and Accountabilities**

- To assist with the personal needs of SEN pupils including social, health, physical, hygiene, first aid and welfare matters.
- To assist with the supervision of pupils ensuring their safety and access to learning.
- To report to the teacher or line manager any pupil problems or behavioural difficulties in accordance with school policy.
- To report to the teacher or line manager on pupil progress and achievements in accordance with school policy.
- To assist the teacher or line manager by contributing as directed to a pupils' individual behaviour/education plan.
- To provide or gather routine information to or from parents/carers under the direction of the teacher or line manager.
- To maintain regular reports on pupils' progress within SEN parameters.
- Assist in the preparation of annual reviews. Attend and contribute to meetings as required.
- To provide general support with learning activities (e.g. literacy, numeracy, KS3) to enable pupils to understand instructions and to ensure they remain on task.
- To provide emotional support for distressed pupils.
- To assist, where appropriate, in differentiating work and planning learning activities.
- To assist with the maintenance of equipment and resources.
- To assist, when required, in preparing the classroom environment and checking of equipment.
- To establish effective communications with parents/carers and to participate in meetings providing feedback as directed by the Headteacher or line manager.
- To assist pupils in using resources, e.g. ICT.
- To provide detailed feedback and reports to the teacher or line manager on pupil progress and achievement.
- To assist with the supervision of pupils outside of lesson times, including before and after school and at lunchtimes. These duties shall be undertaken within the postholder's contractual hours.
- To administer a range of special arrangements in KS3 and KS4 exams and assessments for designated SEN pupils.
- To participate in school visits, assisting with activities as required.  
To undertake routine clerical duties including typing, photocopying and preparation of documents as required.
- To attend and contribute to team meetings.
- Assist pupils in wheelchairs with movement around school.

Other duties commensurate with the grade of the post as directed by the Headteacher

## **Responsibilities for resources**

### **People**

None

### **Budgets**

None

### **Physical Resources**

Effective use of learning materials and resources.

## **Characteristics of the post:**

You may be asked to be flexible in approach towards students' needs and where appropriate:

- Assist with personal and intimate care needs of pupils with physical needs as appropriate e.g.

toileting.

- Carry out physiotherapy programmes set out by therapists and participate in physiotherapy training.
- Work with outside agencies e.g. physiotherapists, occupational therapists, wheelchair services etc.
- manual handling to include:
  - Participation in moving and handling training
  - Carrying out safe manual handling of pupils with physical needs e.g. use of hoist, glide sheet, changing plinth
- Monitor safe use of therapy equipment.

The ability to attend meetings as required by the Headteacher/Line Manager.

Employees are encouraged to participate in training activities in order to enhance their own personal development.

**Employment checks required of this post:**

- Evidence of entitlement to work in the UK
- Evidence of essential qualifications
- Two satisfactory references
- Evidence of a satisfactory safeguarding check e.g. an Enhanced DBS Disclosure
- Confirmation of medical fitness for employment as required
- Registration with appropriate bodies (where applicable)

**Date Completed:** December 2015

**Signature of Postholder:** .....

**Date:** .....

**This is a description of the job as it exists at present; All Academy Job Specifications are reviewed and are liable to variation in consultation with the post-holder in order to reflect future developments, roles and organisational change.**