

JOB DESCRIPTION

Learning Support Assistant (LSA)

Line Managers job title:	SENDSCO
Salary:	Points 4-6 of the Support Staff Scale FTE £23,114 - £23,893 per annum Pro rata £18,078 - £19,023 per annum, including an allowance for holiday pay – amend to suit
Tenure:	Fixed Term until 31 st August 2025
Contract type:	Term-time only
Hours per week:	38.5

THE POST

Wyndham College is a member of the Sapientia Education Trust (SET). SET is an expanding multi-academy trust with 10 primary and 7 secondary schools.

We are looking for a hard-working and enthusiastic person with high standards and the ability to communicate and interact effectively with others as part of our school as a Learning Support Assistant.

Opportunities to undertake further training to support student needs and professional development will be provided.

The first six months of employment shall be a probationary period and employment may be terminated by the Trust during this period at any time on one week's prior written notice. The Trust may, at its absolute discretion, extend this period for up to a further six months. During this probationary period, performance and suitability for continued employment will be monitored.

PERSON SPECIFICATION

The professional competencies expected of a Learning Support Assistants are:

- The ability to communicate clearly and tactfully using appropriate methods and an awareness of the impact of your own communication on others;
- Able to maintain positive relationships with all and able to work as an effective and flexible part of a team; willing to change methods of work and routines to benefit the team;
- Be able to multi-task and work under pressure;

- Be flexible and resilient in managing and executing their daily responsibilities;
- Able to demonstrate strong planning and organisational skills;
- Willingness to accept responsibility for your own actions;

The qualifications and experience required of a Learning Support Assistants are:

- Previous experience working with young people in a classroom or similar environment would be desirable;
- Maths and English GCSE or equivalent

JOB SPECIFICATION

General Responsibilities

Learning Support Assistants are responsible to the SENCO, for providing support to students with special educational needs.

The post-holder will be required to comply with the Wymondham College Code of Conduct for Staff and Volunteers.

Wymondham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The post-holder will have access to and be responsible for confidential information and documentation. They must ensure confidential or sensitive material is handled appropriately and accurately.

The post-holder shall participate in the College's programme of Performance Management and Continuing Professional Development.

A non-exhaustive list of specific responsibilities for the role is below and you will be required to undertake other duties and responsibilities as may reasonably be required.

Specific Responsibilities

A non-exhaustive list of specific responsibilities for the role is below and you will be required to undertake other duties and responsibilities as may reasonably be required.

- Work with the student and SENCO to develop the student's care plan as the student develops;
- Work collaboratively with the teachers, to aid the student to learn as effectively as possible both in group situations and on his/her own including:
 - clarifying and explaining instructions;
 - ensuring the student is able to use equipment and materials provided;
 - motivating, encouraging and developing a good working relationship with the student;
 - assisting in weaker areas as identified and indicated by the SENCO and teacher;
 - helping the student to concentrate on and finish work set;
 - meeting physical needs as required whilst encouraging independence;

- developing appropriate resources to support the student;
- Establish supportive relationships with student's and mentor the allocated student;
- Encourage acceptance and inclusion of the student with special needs;
- Develop methods of promoting/reinforcing the student's self-esteem;
- May be required to administer basic literacy/maths sessions;
- May be required to run a club supporting students with SEN;
- Provide personal care, if applicable, to the student you support;
- Contribute to the maintenance of the student's progress records;
- Keep records on a student's progress and your observations
- Participate in the evaluation of the support programme;
- Attend departmental meetings appropriately;
- Liaise with both department and LIC to provide wraparound support;
- Participate in the College programme of Performance Management and Continuing Professional Development.

The post-holder will be required to comply with the Trust Code of Conduct. The post holder will have access to and be responsible for confidential information and documentation. They must ensure confidential or sensitive material is handled appropriately and accurately.

The post holder shall participate in the Trust's programme of Performance Management and Continuing Professional Development.

HOURS OF WORK

Paid Weeks per year	Term Time only (normally 35 weeks)
Hours per week	38.5 hours per week
Normal working Pattern	To be discussed at interview, however a suggested working pattern is: Mon - Fri 0830 - 1600hrs (30-minute unpaid break) Sat 0830 - 1200hrs (24 Saturdays per year)
Unpaid Breaks	30 minutes lunch break where the working day exceeds 6 hours
Holidays	Holiday pay entitlement is included in the pro rata salary for the post and there is no entitlement to take holidays during term-time.
CPD Days	CPD is included in your pro-rata salary and you will be expected to work on all published CPD Days. Any additional time required for CPD can be claimed on a timesheet.

REMUNERATION

- Points 4-6 of the Support Staff Salary Scale
- FTE Salary: £23,114 - £23,893 per annum
- £18,078 - £19,023 Pro rata salary per annum

The post-holder will be auto enrolled to join the Trust's nominated pension scheme for support staff provided by Norfolk Pension Fund. This scheme is a defined benefit scheme with the current employer contribution rate set at approximately 5.8% (please note this

rate is subject to change), and employee contributions which vary depending on earnings. Staff do have the option to reduce contributions by 50%.

NOTE FOR WC: The annual salary will change each year depending on the days and weeks in the academic year.

MID-YEAR ADJUSTMENTS – TERM TIME/TERM TIME PLUS

Salary payments are averaged out over the 12 months of the Academic Year. If you begin employment with the Trust during the Academic Year, or you have changes made to your contract, a Mid-Year Adjustment calculation will be made. This is to ensure that employees are only paid for work they will do over the remaining months of the Academic Year. This is worked out based on working days of the term time calendar not an equal division of full months to be worked.

DRESS CODE

The post-holder will be expected to wear appropriate business attire. All staff will be supplied with appropriate Staff ID. This must be worn at all times to ensure that students, staff and visitors are able to identify employees.

PRE-EMPLOYMENT CHECKS

Sapientia Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff must be prepared to undergo several vetting checks to confirm their suitability to work with children and young people. The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.