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**POLYMAT**

**JOB DESCRIPTION**

**Post: Learning Support Assistant**

To work under the overall supervision of the SENCO and/or Head of Department, as appropriate, under the daily guidance of the lead LSA. To observe confidentiality at all times.

* Support pupils with their learning in small groups or in mainstream classes
* Work alongside teaching staff to support pupils with literacy, numeracy, behaviour and/or special educational needs
* Be a co-tutor where necessary
* Work directly alongside subject teachers to deliver a broad, balanced curriculum, differentiated as necessary
* Develop trusting and supportive relationships with students concerned. To motivate, encourage and develop strengths whilst improving upon weaknesses
* Communicate effectively and sensitively with students to support their learning
* Promote and support the inclusion of all students in the learning activities in which they are involved
* Use behaviour management strategies in line with the Poly’s policy and procedures
* Maintain records
* Provide assistance for SEND pupils during internal and public examinations through: invigilating; reading; transcribing; amanuensis
* Adhere to your individual timetable, including attending all timetabled lessons unless otherwise directed
* Record daily, using the planner provided, a brief outline of each lesson noting the students’ progress or difficulties
* Perform additional duties as may be necessary to support the day to day running of the department or school
* Have an awareness of the school’s Safeguarding procedures and to know the identity of the Designated Safeguarding Lead (DSL)
* In carrying out your duties, have due regard to the provisions of the Health & Safety at Work legislations
* In dealing with members of the school’s community to be mindful at all times of the school’s Equal Opportunities policy

**Selection Criteria - Learning Support Assistant**

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| Criteria | Essential  | Desirable |
| Experience | Effective use of IT | Previous experience of working with childrenPrevious experience of working in a school |
| Professional Skills | The ability to deal positively with children and parentsWillingness to attend training courses to enhance development and performance |  |
| Personal Skills | The ability to work with staff at all levels and have good communication skillsUnderstand the need for confidentiality when dealing with sensitive informationUnderstand the needs of those pupils who have learning difficultiesConfident, yet sensitive and discreet in dealing with visitors, parents and studentsGood Behaviour Management skillsFlexible and reliableTo be able to work as a team memberHave a good sense of humourBe committed to safeguarding and promoting the welfare of children and young people |  |
| Qualifications | GCSE English and Maths or equivalent numeracy and literacy qualification | A suitable degree |

**This post is subject to an enhanced DBS check. PolyMAT is committed to safeguarding and promoting the welfare of children and young people in our academies. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.**