

JOB PROFILE			
Job Title:	Learning Support Assistant Early Years or KS1 (depending on experience)	School/Department:	Western Primary School
Salary Grade:	FTE £23, 152 per annum Actual - £17418 per annum	Working Hours:	32.5 hours per week
Contract Type:	Fixed term	Location:	Harrogate
Responsible to: Headteacher & Senior Leadership Team			
<p>Role summary:</p> <p>To work with individual and groups of children within our classrooms. To work under the direct instruction of teaching / senior staff usually in the classroom with the teacher, to support access to learning for pupils and provide general support to the teacher in the management of pupils and the classroom.</p> <p>Red Kite Learning Trust is committed to safeguarding and promoting the welfare of students and expects all colleagues and volunteers to share this commitment.</p>			
<p>Special conditions of service:</p> <p>No smoking policy, including e-cigarettes.</p>			



Role specific responsibilities:

- To support children consistently whilst recognising and responding to their individual needs.
- Interact with children in a manner that supports the development of their ability to think, learn & develop.
- To support the class teacher and work under his/her direction in providing for the needs of all pupils.
- To encourage children of all ages to interact and work co-operatively with others and engage all children in activities.
- To work with individual and groups of children within our school
- To establish productive working relationships with children, acting as a role model and setting high expectations.
- To contribute to the overall ethos/work/aims of the school, in accordance with your role and the direction of the Headteacher.
- To be aware and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, equality, and data protection - reporting concerns to an appropriate or designated person.
- Where appropriate, to liaise sensitively and effectively with parents/carers within your role/responsibility and participate in feedback sessions/meetings with parents, where requested.
- Observe a child's behaviour, understand its context, and notice any unexpected changes – to ensure continued delivery of the highest quality teaching, safeguarding and welfare practices.
- To contribute to a programme of activities that meet the individual needs and interests of children in conjunction with other team members.
- To support the assessment process in school.
- To be able to provide high quality interactions with children.
- To be responsible for and engage with CPD.

RK People responsibilities:

- Contribute to the overall aims and values of our Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required.
- Comply with all Trust policies and procedures including child protection, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person.
- Contribute to ensuring safeguarding procedures are in place and used effectively at all times.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in the job profile, but which is in line with the general scope, grade and responsibilities of the role.



Our Trust Mission

Nurturing ambition, delivering excellence and enriching children's lives.



Our Trust Values



Collaboration

We pull together to deliver the best outcomes for every child in every school, working with professional generosity and openness for the common good. We share joy in our achievements - personal and collective.



Integrity

We put ethical leadership and excellent governance at the heart of our Trust, serving our schools and communities with fairness, honesty and transparency and a hunger for social justice.



Respect

We champion equity, equality and diversity. We treat our children, families, staff and partners with respect and kindness - modelling our values and wanting the very best for each other.

Our Trust Goals



We champion learning

Learning together creatively with a rich and broad curriculum, where great teaching and confident reading are fundamental to enriching children's lives.



We promote wellbeing

Ensuring the wellbeing of every child and member of staff in our Trust.



We invest in our people

Supporting every member of staff throughout their career to be the best that they can be.



We innovate with technology

Enabling all learners to harness technology, ensuring all have access at home, and innovating with technology for learning.



We are our Trust

Growing together collaboratively we will strengthen our Trust for the benefit of our children, our staff, our communities and our environment.

PEOPLE PROFILE

Aptitudes and Characteristics	Essential	Desirable
Ability to work flexibly and collaboratively as part of a team as well as on own	*	
Ability to communicate and influence effectively with colleagues at all levels	*	
A commitment to our mission and values demonstrated by current practice	*	
Working in a classroom environment or appropriate experience working with children in an education setting	*	
Have an enthusiasm for and an active interest in children's learning and play	*	
To maintain confidentiality, discretion and judgement, communicating effectively with staff, students and parents	*	
The ability to contribute to the overall ethos/work/aims of the school	*	
To participate in training and other learning activities and performance development as required	*	



Qualifications, Knowledge and Experience	Essential	Desirable
A commitment to the school's behaviour management techniques & child protection / health and safety policies & legislation.	*	
An understanding of the strategies that can be used to reduce the barriers to learning	*	
Experience working with children or caring for children		*
Good numeracy / literacy and communication skills	*	
Working knowledge of national curriculum and other relevant learning programmes/ strategies		*
Safeguarding and Promoting the Welfare of Students	Essential	Desirable
An appropriate motivation to work with children and young people	*	
Ability to maintain appropriate relationships and personal boundaries with children and young people	*	
Emotional resilience in working with challenging behaviors and appropriate attitudes to the use of authority and maintaining discipline	*	

