



Learning Support Assistant (with responsibility for 1:1 / small group work)

Job Description & Person Specification

Role Overview

- **Job Title:** One to One Learning Support Assistant (LSA)
- **Reports To:** Headteacher
- **Location:** Heygreen Primary School
- **Contract Type:** Fixed Term, Term Time Only / Monday – Friday/8:30am – 3:30pm
- **Salary:** Grade 2, SCP 3

Purpose of the Role

To provide dedicated support for a child/children with additional learning needs, leading small group or individual interventions to foster their development and confidence. The Learning Support Assistant will act as a key adult, working collaboratively with school staff, families, and other professionals to ensure the child flourishes within the school environment.

Key Responsibilities

Intervention Leadership: Lead engaging 1:1 and small group interventions for pupils with Special Educational Needs and Disabilities (SEND) / additional needs, following a carefully planned timetable.

Relationship Building Build a strong, positive, and trusting relationship with the specific child being supported, ensuring they feel secure and valued.

Instructional Support: Under the guidance of the class teacher and SENCO, deliver activities and tasks that support the child's holistic development across all areas of learning.

Resource Creation: Help to create and adapt appropriate resources that are engaging and bring learning to life for the pupil.

Behaviour Management: Consistently and effectively implement agreed behaviour management strategies, contributing to a supportive and productive learning environment.

Personalised Planning: Actively contribute to the development and review of One Page Profiles, ensuring a truly personalised approach to support.

Family & Professional Liaison: Build strong, collaborative relationships with the child's family and other relevant agencies/professionals involved in their care and education.

General Classroom Support: Where required, provide support for other children in the setting, contributing to the overall school community.

Professional Development: Engage in relevant Continuous Professional Development (CPD) sessions to continually enhance skills and knowledge related to SEND and learning support.

Person Specification

Essential Criteria

Experience

- Proven experience working with children in a school setting.
- Demonstrable experience working with children with complex needs.

Skills & Abilities

- Ability to build strong, positive, and trusting relationships with children.
- Ability to work effectively under the guidance of a teacher and SENCO.
- Ability to consistently and effectively implement agreed behaviour management strategies.
- Ability to contribute to and follow a planned timetable for interventions and support.
- Ability to create and adapt learning resources.

Personal Qualities

- Enthusiastic, dedicated, and compassionate approach to supporting children.
- Passion for helping every child reach their full potential.
- Commitment to promoting a nurturing and inclusive learning environment.

Safeguarding

- A deep commitment to safeguarding children and promoting their welfare.
- Willingness to undergo all relevant pre-employment checks, including an enhanced DBS certificate with a barred-list check and online checks.

Desirable Criteria

- Understanding of or experience with One Page Profiles.
- Proactive approach to identifying and addressing learning barriers.
- Commitment to ongoing professional development.