



## **Learning Support Assistant with responsibility for 1:1/ small group work – Job Description & Person Specification**

### **Job Description**

**Job Title:** One to One Learning Support Assistant (LSA)

**Reports To:** Headteacher

**Location:** Garston CE Primary School

**Contract Type:** Fixed Term, Term Time Only/ Monday – Friday

**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:**

1. **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.
2. **Relationship Building (Pupil):** Build a strong, positive, and trusting relationship with the specific child being supported, ensuring they feel secure and valued.
3. **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.
4. **Resource Creation:** Help to create and adapt appropriate resources that are engaging and bring learning to life for the pupil.
5. **Behaviour Management:** Consistently and effectively implement agreed behaviour management strategies, contributing to a supportive and productive learning environment.
6. **Personalised Planning:** Actively contribute to the development and review of One Page Profiles, ensuring a truly personalised approach to support.
7. **Family & Professional Liaison:** Build strong, collaborative relationships with the child's family and other relevant agencies/professionals involved in their care and education.
8. **General Classroom Support:** Where required, provide support for other children in the setting, contributing to the overall school community.

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

**Please Note:** This post is subject to all relevant pre-employment checks as outlined in 'Keeping Children Safe in Education'.