

Cathedral Primary School

SEND & Class Learning Support Assistant

Person Specification

Job Title:	SEND & Classroom Learning Support Assistant
Reporting To:	Head Teacher
Hours of Work:	8am to 4pm, 5 days per week, term time only (37.5 hours 0.8192FTE)
Working Pattern:	Term time only
Salary:	CST Payscale: Points 13 to 17 Gross full time equivalent range: £23,788 - £25,018 Actual term time salary range: £19,487 - £20,494
Start Date:	6th January 2025
Contract:	Fixed Term

Person Specification

The Head Teacher is looking to recruit outstanding LSAs who share the vision for Cathedral Primary School as a centre of excellence for primary education, committed to inclusion and grounded in a strong musical tradition.

We are looking for candidates who are able to work closely with the Class Teacher and SENCo to support the learning of groups or individual children, adapting learning tasks as required, with experience of running small group interventions, as well as supporting children within a classroom setting.

The successful candidates will ideally have experience of working with children with either ASC, Social, Emotional and Mental Health Needs or ADHD and associated needs.

Methods of Assessment

The following criteria will all be assessed through evaluation of the candidate's initial application form and during the interview process. Attributes and suitability for the role will also be verified by independent references.

Key Criteria	Essential	Desirable
Qualifications and Experience	Evidence of relevant Professional Development	Level 3 or equivalent childcare
	Experience with primary age children	Other relevant qualifications (e.g. Foundation Degree in Education)
	Experience of working with children who have additional needs	National Vocational Qualifications in Supporting Teaching and Learning
	Team Teach/Positive Handling trained or willing to undergo training	Experience of working with pupils with ASC
		Experience setting targets, monitoring and supporting implementation of EHCPs and Individual Pupil Plans
		First Aid qualifications
		Minimum of 3 year experience in a childcare setting, within the last 5 years

Key Criteria	Essential	Desirable
Knowledge	Knowledge and understanding of the requirements of the National Curriculum	Knowledge and understanding of Key Stage 1 or 2 curriculum
	Knowledge of how ICT is used to support pupils' learning and ability to use ICT effectively in a classroom setting	Knowledge and understanding of current research into effective learning strategies, educational trends and issues
	Knowledge and understanding of the implications of equal opportunities, multicultural education and inclusion	
	Knowledge and understanding of safeguarding and child protection legislation and guidance	

Key Criteria	Essential	Desirable
Skill and Abilities	Ability to contribute to planning and preparation of lessons and teaching materials	Understanding of assessment tracking systems
	Ability to contribute to assessment and monitoring of pupil progress	High level ICT skills
	Ability to form positive, warm relationships with pupils	
	Ability to prioritise and manage time and workload	
	Ability to work as part of a team	
	Ability to work with individual children or groups of children unsupervised by the class teacher	
	Ability to communicate with a wide range of audiences, including parents, colleagues and others	
	Ability to be creative, innovative and tenacious	
	Clear and courteous communication skills	

Key Criteria	Essential	Desirable
Personal Attributes	Passionate approach to teaching and learning	
	Commitment to the ethos and values of Cathedral Primary School	
	Caring nature	
	Ability to inspire learners. Desire to provide the best possible education to all learners	
	Ability to enthuse and motivate others	
	Positive approach to change and development	
	Flexibility and adaptability	

	Strong commitment to personal CPD	
	Professional approach	
	Innovative, creative and willing to take appropriate risks	
	Able to inspire confidence in pupils, parents, carers and colleagues	

Key Criteria	Essential	Desirable
Safeguarding	Evidence of suitability to work with children (enhanced DBS check)	
	Evidence of commitment to the safeguarding, health and welfare of children	

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.
