



POST:	Learning Support Assistant (LSA) -	DATE: June 2025
REPORTING TO:	Assistant SENDCo	
LOCATION:	NORTH CESTRIAN SCHOOL This post requires the ability to travel when required and to work directly with other Schools in the Trust.	
DISCLOSURE LEVEL:	ENHANCED DBS	

Job Purpose:

The LSA will:

- Work with class teachers to raise the learning and attainment of pupils
- Promote pupils' independence, self-esteem and social inclusion
- Give support to pupils, individually or in groups, so they can access the curriculum, take part in learning and experience a sense of achievement
- Promote high standards of behaviour, responding to incidents in line with the school's behaviour policy and guidelines
- Assist with the development and delivery of pupil profiles (or similar), support and care plans.

The post holder will be able to harness all opportunities to create a climate of success and achievement for all, in accordance with the values of The Hamblin Education Trust.

MAIN ACCOUNTABILITIES	
Teaching and Learning:	<ul style="list-style-type: none"> • Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase achievement of all pupils including, where appropriate, those with special educational needs and disabilities (SEND) • Contribute to the planning of differentiated learning activities for the individual, delivering activities inside or outside the classroom • Support the teaching of a broad and balanced curriculum aimed at helping the pupil achieve their full potential in all areas of learning • Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities • Use effective behaviour management strategies consistently in line with the school's policy and procedures

	<ul style="list-style-type: none"> • Support class teachers with maintaining good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment • Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment • Observe pupil performance and pass observations on to the class teacher • Supervise a class if the teacher is temporarily unavailable • Use ICT skills to advance pupils' learning • Undertake any other relevant duties given by the class teacher
Planning:	<ul style="list-style-type: none"> • Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role • Read and understand lesson plans shared prior to lessons, if available • Prepare the classroom for lessons • Plan how they will support the inclusion of pupils in the learning activities
Working with colleagues and other relevant professionals:	<ul style="list-style-type: none"> • Communicate effectively with other staff members and pupils, and with parents and carers under the direction of the class teacher • Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision • With the class teacher, keep other professionals accurately informed of performance and progress or concerns they may have about the pupils they work with • Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers • Collaborate and work with colleagues and other relevant professionals within and beyond the school • Develop effective professional relationships with colleagues •
Whole-school organisation, strategy and development	<ul style="list-style-type: none"> • Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision • Make a positive contribution to the wider life and ethos of the school

Health and Safety:	<ul style="list-style-type: none"> • Promote the safety and wellbeing of pupils, and help to safeguard pupils' well-being by following the requirements of Keeping Children Safe in Education and our school's child protection policy • Look after children who are upset or have had accidents
Professional Development:	<ul style="list-style-type: none"> • Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness • Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school • To be willing to undertake first aid training • Take part in the school's appraisal procedures
Personal and professional conduct:	<ul style="list-style-type: none"> • Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school • Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality • Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the school community • Respect individual differences and cultural diversity

The LSA will be required to safeguard and promote the welfare of children and young people and follow school policies whilst adhering to the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Notes:

This job description may be amended at any time in consultation with the postholder.

Personal Specification:

	Essential	Essential / Desirable
Qualifications and experience,	<ul style="list-style-type: none"> • GCSEs at grades 9 to 4 (A* to C) including English, Maths & Science • Experience of working with children 	<ul style="list-style-type: none"> • E • D
Skills and Knowledge	<ul style="list-style-type: none"> • Good literacy and numeracy skills • Good organisational skills • Ability to build effective working relationships with pupils and adults • Skills and expertise in understanding the needs of all pupils • Knowledge of how to help adapt and deliver support to meet individual needs • Excellent verbal communication skills • Active listening skills • The ability to remain calm in stressful situations • Knowledge of guidance and requirements around safeguarding children • Good ICT skills, particularly using ICT to support learning • Understanding of roles and responsibilities within the classroom and whole school context 	<ul style="list-style-type: none"> • E • E • E • D • D • E • E • D • E • D • D
Personal Qualities	<ul style="list-style-type: none"> • Enjoyment of working with children • Sensitivity and understanding, to help build good relationships with pupils • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Commitment to maintaining confidentiality at all times • Commitment to safeguarding pupil’s wellbeing and equality 	<ul style="list-style-type: none"> • E • E • E • E • E

