



Job Description

Job Title: Learning Support Assistant

Location: Kingswood Academy

Hours of work: Term Time + 10 days

Reports to: SENCo

Purpose of the Role:

To provide efficient high quality support to students at Kingswood Academy and champion teaching strategies for students with SEN.

To promote and adhere to the Trust's values to be unusually brave, discover what's possible, push the limits and be big hearted.

Responsibilities:

- promote the inclusion of all students.
- support the development of basic skills especially with students with 'Cognition and Learning' SEN.
- in liaison with the class teacher work with students to target identified learning needs.
- provide practical support in the classroom to students who have recognised learning needs, supporting them to achieve their potential.
- work with subject teachers to ensure lesson materials are used effectively in order for students to make the expected progress towards their target levels.
- promote whole school strategies to support students with SEN.
- develop an understanding of the learning needs of students and use this knowledge to support them to become independent learners in the classroom.
- take into account a student's learning needs and ensure their access to the lesson and its content through appropriate clarification, explanations, and use of equipment and materials.
- develop the study and organisational skills of students, enabling them to remain focused in lessons and be able to execute tasks effectively.
- can monitor students' responses to learning activities and progress towards targets, record achievement and feedback to teachers and the SENCo as required. Assist in the implementation and tracking of student targets.
- provide support for student's emotional and social needs by encouraging and modelling positive behaviour and demonstrating high expectations, in line with the Academy's Behaviour policy.
- be aware of and comply with policies and procedures relating to child protection, security, confidentiality and data protection, reporting all concerns to an appropriate person.
- accompany teaching staff and students on visits, trips and out of school activities as required.
- attend and participate in relevant meetings.
- devise and develop whole school strategies to support students with 'Cognition and Learning' SEN.

General

- To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager.
- To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace
- Ensure that all duties and services provided are in accordance with the Academy's Equal Opportunities Policy
- The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in this commitment.

Kingswood Academy Mission

Ultimately our Mission is to ensure that: 'all students have an inner-belief and ambition to fulfil their dreams and live a happy and successful life.' We are passionate about our students 'recognising their academic worth' and making sure that they are 'prepared





to make bold choices in order to secure places, and thrive, at the most reputable and highest performing colleges, universities and world-class employers.'

Kingswood Academy Key Drivers

We live and breathe our key drivers which are:

- The highest expectations
- Never give up
- Everyone is valued
- Value feedback
- No excuses
- Outstanding learning

Employee value proposition:

We passionately believe that every child can discover their own remarkable life. It's what motivates us around here. We know this vision requires something extra. Which is why at AET, you'll find more. More opportunities, so you can forge your own path. More care and support, so you can prioritise what matters most. More purpose, for you and for the children we're inspiring. Come inspire their remarkable with us.

Our values:

The post holder will be expected to operate in line with our values which are:

- Be unusually brave
- Discover what's possible
- Push the limits
- Be big hearted

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal/Group/Chief Executive
5. There may be occasions when it will be necessary to cover other Administrative roles within the academy or to work with the administrative team when there are peaks and pressing issues.
6. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
7. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.



Person Specification

Job Title: LSA

General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications	Qualifications required for the role	<ul style="list-style-type: none"> GCSE English & Maths Grade A* - C or equivalent 	
Knowledge/Experience	Specific knowledge/experience required for the role	<ul style="list-style-type: none"> Working with young people Numeracy – Basic level numerical experience Technology – Knowledge and experience of using IT packages i.e. Microsoft Word, Excel, Outlook, SIMS 	<ul style="list-style-type: none"> Experience of basic administrative and clerical process and procedures Working with young people with 'Cognition and Learning' SEN Working with students with special needs and/or learning disabilities
Skills	Line management responsibilities (No.)	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> n/a
	Forward and strategic planning	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> n/a
	Budget (size and responsibilities)	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> n/a
	Abilities	<ul style="list-style-type: none"> Written – Ability to record basic information and undertake written tasks as required Verbal – Experience of exchanging information clearly in person and by telephone. Ability to deal with situations in a sensitive manner both in person and by telephone Relationships – Experience of forming appropriate and productive relationships with students, staff and parents Team work – Proven experience of effective team and independent working Confidentiality – Comprehensive understanding of confidentiality issues within a school 	
Personal Characteristics	Behaviours	<ul style="list-style-type: none"> A positive attitude A relentless drive for improving the outcomes of students Continuous Professional Development – 	<ul style="list-style-type: none"> Creativity – Ability to work on own initiative



		Commitment to increasing own learning and development	
	Values	<ul style="list-style-type: none"> • Ability to demonstrate, understand and apply our values <ul style="list-style-type: none"> ○ Be unusually brave ○ Discover what's possible ○ Push the limits ○ Be big hearted 	
Special Requirements		<ul style="list-style-type: none"> • Successful candidate will be subject to an enhanced Disclosure and Barring Service Check • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people 	<ul style="list-style-type: none"> •

