

POST:	Learning Support Assistant. Grade 2AS pts 4 - 5
RESPONSIBLE TO:	Deputy Head of School
PURPOSE:	Learning support assistants are an integral part of teaching and learning at Grange Academy who together with the teaching staff, enable excellent outcomes for pupils.

		<b>Essential Attributes</b>	<b>Preferred Attributes</b>
<b>1</b>	Educational Qualifications	GCSE or equivalent in English & Maths	Additional qualifications relation to Autism, social, emotional development or mental health and wellbeing and/or other SEN specific qualification
<b>2</b>	Experience	Previous experience of working with children in an educational or other childcare setting	Previous experience of working with children with SEN  Previous experience of working with children with autism and challenging behaviour
<b>3</b>	Skills / Knowledge / Aptitude	Good standard of spoken and written English for communication with pupils, colleagues, parents, etc  Excellent communication and interpersonal skills  Ability to work effectively as a member of a team to enhance outcomes for pupils  Proven impact in developing the learning, behaviour and development of SEN pupils  Understanding of Safeguarding and keeping children safe from abuse	Proven impact in developing the learning, behaviour and development of pupils with autism and challenging behaviour  A good knowledge of ASD  Qualification in Makaton and/or British Sign Language
<b>4</b>	Motivation	Passionate about making a difference in the lives of vulnerable children	Keenness to gain new skills and knowledge in order to enhance effectiveness
<b>5</b>	Physical	Excellent attendance and punctuality in order to support learners who require consistency	
<b>6</b>	Other	This is a customer facing post and the post holder must have the ability to fulfil all spoken aspects of the role with confidence through the medium of English	

BILTT is committed to safeguarding, Prevent, the welfare of pupils and ensuring equality of opportunity for all pupils, staff, parents and carers; irrespective of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, belief, sex or sexual orientation and expects staff to share that commitment. The post is subject to satisfactory references, enhanced DBS & health clearance.

It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any convictions, cautions, reprimands and final warnings that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

<p><b>DBS Required</b> (please indicate the legal reason for DBS – if in doubt discuss with HR)</p>	<p><input type="checkbox"/> Not applicable for this post  <input checked="" type="checkbox"/> Direct supervised or unsupervised contact with children or vulnerable adults  <input type="checkbox"/> Working within Fostering &amp; Adoption Service (Any post)  <input checked="" type="checkbox"/> In a position of authority/trust (Senior Management)  <input type="checkbox"/> Other eg: auditors, solicitors</p>
<p><b>Work Related Travel</b> (please indicate as appropriate)</p>	<p><input checked="" type="checkbox"/> Occasionally required (ie to travel to Greys other sites)  <input type="checkbox"/> Ability to travel around the county  <input type="checkbox"/> Provide car for business use</p>
<p><b>Health &amp; Safety Risk Assessment</b> (please indicate which are applicable)</p>	<p><input checked="" type="checkbox"/> Manual Handling activities  <input checked="" type="checkbox"/> Regular exposure to mental pressures and demands  <input checked="" type="checkbox"/> Visual Display Equipment – regular use  <input type="checkbox"/> Exposure to substances hazard to health  <input checked="" type="checkbox"/> Exposure to infection  <input checked="" type="checkbox"/> (occasional risk) Risk of verbal abuse  <input checked="" type="checkbox"/> (Unlikely, but some children are unpredictable) Risk of physical assault  <input checked="" type="checkbox"/> Working alone  <input type="checkbox"/> Adverse environmental conditions  <input type="checkbox"/> Use of dangerous machinery  <input type="checkbox"/> Driving PSV/HGV vehicles</p>