

Learning Support Assistant

Start Date: September 2025

Location: The Charter School North Dulwich, Mainstream Secondary School

Contract Type: Full-time / Term-time only / Fixed-term contract

Salary: Competitive

About Us

The Charter School North Dulwich is a high-achieving, inclusive secondary school rated *Outstanding* by Ofsted. We are committed to supporting all our pupils to thrive, including those with special educational needs and disabilities (SEND). Our strong and experienced SEN team is central to our ethos of family, progress, and excellence for all.

The Role

We are seeking a **Learning Support Assistant (LSA)** with experience of working with pupils with a wide range of special educational needs. The successful candidate will support students both within the classroom and through targeted 1:1 and small group interventions.

You will play a vital role in promoting independence, progress, and wellbeing across the **four broad areas of need:**

- **Communication and Interaction**
- **Cognition and Learning**
- **Social, Emotional and Mental Health (SEMH)**
- **Sensory and/or Physical Needs**

Key Responsibilities

- Support the inclusion of pupils with SEND in the classroom, adapting tasks and scaffolding learning where required
- Promote and facilitate independent learning, building students' confidence and engagement
- Deliver structured interventions (1:1 and small group) designed to address barriers across the four areas of need
- Work collaboratively with teaching staff, SENCOs, and external professionals to ensure consistent and effective support
- Track and monitor progress, contributing to review meetings and EHCP processes where appropriate

The Charter School North Dulwich

- Contribute to a positive, safe, and nurturing learning environment for all students

The Ideal Candidate Will Have:

- Experience working with children or young people with a range of SEND, ideally in a secondary school setting
- A genuine interest in supporting pupils with additional needs and developing professionally in this area
- The ability to build positive relationships and communicate effectively with young people
- Patience, resilience, flexibility, and a reflective approach to supporting learning
- GCSEs (or equivalent) in English and Maths (minimum Grade C/4)
- Relevant training or qualifications in SEND (desirable but not essential)

We Offer:

- A highly supportive and experienced SEN team
- Ongoing professional development opportunities in SEND and inclusive practice
- A welcoming and collaborative school culture
- A well-resourced environment with access to specialist staff and services

To Apply:

Please complete the application form available on our school website and submit it with a supporting statement outlining your suitability for the role.

Closing Date: [Insert Date]

Interview Date: [Insert Date]

The Charter School North Dulwich is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS and reference check.

Person Specification: Learning Support Assistant

The Charter School North Dulwich — Outstanding Mainstream Secondary School

Criteria	Essential	Desirable
Qualifications & Training		
Good standard of literacy and numeracy (e.g. GCSE Grade C/4 or above in English and Maths)	✓	
Evidence of relevant training in SEND, child development, or support work		✓
Further relevant qualifications (e.g. NVQ Level 2/3, HLTA status, Teaching Assistant qualifications)		✓
Experience		
Experience of working with children or young people with special educational needs and disabilities (SEND)		✓
Experience supporting learning in a school or educational setting		✓
Experience delivering 1:1 and/or small group interventions		✓
Experience supporting pupils across a range of needs, including SEMH, ASD, ADHD, communication & interaction, and learning difficulties		✓
Knowledge & Understanding		
Understanding of the four broad areas of need as defined in the SEND Code of Practice	✓	
Awareness of inclusive teaching strategies and how to remove barriers to learning		✓
Understanding of safeguarding and child protection principles	✓	
Knowledge of EHCPs and SEND review processes		✓
Skills & Abilities		
Ability to build strong, respectful relationships with students and staff	✓	
Ability to support pupils to develop independence and confidence in their learning		✓
Effective communication skills (verbal and written), including with parents and professionals	✓	
Ability to adapt tasks and scaffold learning appropriately		✓
Good organisation and time management skills	✓	
Ability to remain calm, patient and flexible under pressure	✓	
Personal Qualities & Values		
A genuine passion for working with children and young people with additional needs	✓	
Resilience, emotional intelligence, and a reflective approach	✓	
Commitment to inclusion, equality, and safeguarding	✓	
Willingness to learn, take initiative, and participate in professional development	✓	
A collaborative and positive team player	✓	

