

Job Description

Job Title: Learning Support Assistant
Reports to: Learning Support Manager
Department: Curriculum & Quality
Salary: £21,145.03 - £21,646.65 FTE

Overall Purpose

To support teaching, learning and assessment by working closely with tutors in lessons to enable our students to achieve, progress and develop independence all in accordance with our organisational values:

Equality

Empowerment

Respect

Sustainability

Core Duties

Responsibilities:

- Support the effective embedding of literacy, numeracy, communication, IT, British Values and Prevent in all aspects of learning.
- Support the incorporation of a student's individual English, maths, behaviour and communication plans.
- Develop and adapt new learning resources to enhance the learning experience and enable greater independence.
- Ensure that all students are supported appropriately and receive a safe learning experience, which meets both their individual needs and those of their EHCP.
- Support the process of tracking a student's progress, including accurate record keeping and providing timely feedback to stakeholders as required.
- To "step in" for a tutor, using planning documents and resources if required.
- Ensure the safety of students by supporting and adhering to risk assessments.
- Provide mobility and personal care support to our students.
- Support students during social breaks, on visits and work placement opportunities.
- Attend person-centred planning reviews.
- If necessary, travel to meet with the student.
- The above list is neither exhaustive nor exclusive, and the post holder will be expected to undertake any other duties within his/her capability and experience that may be relevant and necessary to fulfil the post effectively.

General Responsibilities for all Staff:

- Ensure that all beneficiaries are treated with dignity and respect.
- Empower students and residents to maintain their personal independence and confidentiality.
- Contribute positively to a high-quality teaching, learning and caring environment.
- Comply with health & safety and safeguarding regulations.
- Any other reasonable duties commensurate with role as required.

Person Specification

We shortlist candidates based on essential and desirable criteria. We evidence the attributes using the application form and qualification certificates, and during interviews and skill tests.

Education & Qualifications

Attribute	Criteria	Evidence
English & Maths at Level 2 or above or willingness to work towards within probationary period	Essential	App Form & Certs
Level 2 STLS / Teaching Assistant qualification (or willing to work towards within first 12 months of appointment)	Essential	App Form & Certs
Level 3 qualification	Desirable	App Form & Certs
Level 2 Understanding Autism or willingness to work towards within probationary period	Essential	App Form & Certs

Experience, Knowledge & Abilities

Attribute	Criteria	Evidence
Experience of working with sensitive issues and perceptions	Essential	App Form & Interview
Experience of working in education with young people with learning needs	Essential	App Form & Interview
Experience of working with behaviours of concern	Desirable	App Form & Interview
Experience / interest in the vocational areas offered by Homefield College	Desirable	App Form & Interview
Able to communicate using Makaton / signing	Desirable	App Form & Interview

Interpersonal Skills & Qualities

Attribute	Criteria	Evidence
Able to bring your own skills and interests to enhance learning	Essential	
Have creative and innovative ideas that overcome barriers to teaching, learning and assessment	Essential	
Able to work on your own and as part of a team	Essential	
Flexible approach and able to respond to the needs of the students	Essential	
Able to communicate professionally with stakeholders	Essential	
Have a genuine desire to improve the lives of both our students and residents and is passionate about equality, diversity and inclusion	Essential	
Self-motivated and proactive approach	Essential	

Note: This job description and person specification is not an exhaustive description – it is a guide and will be subject to review to meet the service/business needs.