



Job Description

1. Job Title: Learning Support Assistant

2. Responsible to: Senior Learning Support Assistant

3. Responsible for: None

4. Role summary:

Under the guidance of the class teacher and line management of the Senior LSA, the LSA will provide reliable and consistent support for the class. He/she will support the class by working with individual pupils or small groups, with primary responsibility for an allocated pupil. The LSA is responsible to providing differentiated instruction or communication in order that each Pupil has equal opportunity and resources to learn. The work may include aspects of personal care for the pupils, e.g. helping pupils with toileting and personal hygiene.

The LSA will be involved in supporting the delivery of all aspects of the school's curriculum, in line with the school's curriculum policies – numeracy, literacy, communication skills, topic-based project work, life skills, physical education, drama, music, art, craft and Therapies etc. When not in the classroom setting, the LSA may provide one-to-one support for lunch or rest hour in a care house setting under the guidance of the residential team.

The main focus of this role is to facilitate learning across the broad curriculum and to facilitate the building of positive and appropriate relationships with peers. This may mean dealing with challenging behaviour.

The Sheiling School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

As an LSA you will be asked to assist the class teacher in delivering pupil's education. This includes contributing to planning, preparation of differentiated resources and individual instruction. This will also include recording of learning and assessment,

It is vitally important that you role model a positive attitude towards the work in school. You are expected to uphold the ethos of the school and to familiarise yourself with- the principles on which the school works.

It is important to create a calm atmosphere around the pupils in the classroom and when escorting pupils between activities i.e. attending assemblies, performances and Service. Many of our pupils have complex sensory needs and the LSA must work with the Teacher, Occupational Therapist, Speech and Language Therapist and other professionals to be aware of sensory and communication needs and to intervene where the pupil is not able to self-manage this for themselves.

You will be asked to support the teacher in ensuring a peaceful and calm atmosphere in the classroom. Some pupils can however display some difficult behaviour and it is important that you are able to deal with this. You need to familiarise yourself with the relevant assessment and background information to ensure a targeted and individual approach towards the pupils.

Many of our pupils have difficulties in understanding what is happening around them as well as communicating their needs and wishes. The LSA must work with the Speech and Language Therapist and the Therapy assistant to ensure each pupil has an individualised learning plan and learning strategies that allows them to get the most of their education. This will include the preparation and use of individualised communication aids.

You will be asked to carry out the teaching of individual or small group English and Maths as well as embedding functional English and Maths in to all interactions and learning assistant. You will be required to complete the relevant paperwork such as daily record sheets and IEP progress. You need to familiarise yourself with the IEP (individual education plan) for the pupils you work with in order to ensure consistency in the teaching approach.

This will all be under guidance and supervision from the Senior LSA and class teacher.

The LSA works in a wide range of settings in the classroom, in the outdoor curriculum, craft sessions, sports, swimming and outdoor break times. The LSA has the responsibility for ensuring that individual risk assessments, activity risk assessments and health and safety are followed at all times, alerting any potential risks or hazards immediately.

As a key part of the learning team the LSA may be asked to undertake sections of teaching and assessment in place of assistant teachers or teachers whilst the teacher works 1:1 with other pupils.

You are expected to attend planning and review meetings, during which you will advocate for the best possible learning opportunities for your pupils, including ensuring they are challenged sufficiently to ensure academic progression and progress towards intended learning outcomes as defined in the Education Health and Care Plans.

If you are ill or unable to attend work you should ensure that your class teacher and reception are informed by 8am

Summary of Duties and Responsibilities:

Support spoken language with augmentative communication means, e.g. signing, the use of pictures and symbols, etc. The school adopts a Total Communication approach. Training and guidance will be given in this important area, but the school ask for interest and flexibility in joining courses both on and off site.

In line with Individual Learning Plans (IEPs), the post-holder will balance giving direct support with encouraging appropriate levels of independence. Training and guidance will be given in these areas.

LSA's are required to participate in Parents Days, Summer Fairs and Christmas Markets beyond normal working hours.

Your normal working day is from 8.30am – 5.00pm.

The LSA will:

- Accompany a pupil or pupils to events, activities, gatherings and festivals both on and off-site.
- Behave in such a way as to set an example to the pupils of mature and appropriate behaviour, which is representative of the School's ethos and standards. ☒
- Maintain safe practice and report any concerns to the person in charge.
- Support the ethos and philosophy of the Sheiling School.
- Learn and partake in verses and songs in Class, Assembly and at Festivals ☒ Support pupils during class-activities, in workshops and at break time ☒
- Participate in pupil progress recording and daily record sheets.
- Work collegially as a member of a team.
- Perform any other tasks within reason, which from time to time may be necessary to fulfil the needs of the job and further the objectives of the Sheiling School.
- Show an interest in Festivals and events held at the school.

Additional duties and responsibilities:

Performing with appropriate professional care any other tasks, duties and responsibilities within reason that further the aims and objectives of Thornleigh Camphill Community.

Thornleigh Camphill Community reserves the right to vary or amend the duties and responsibilities of the post and the post-holder at any time according to the needs of its charitable business.

Person Specification

Job Title: Learning Support Assistant

Essential Qualities and Skills

- Maths and English qualifications at Level 2 or above (GCSE Grade c or above)
- Ability to innovate in learning experiences.
- Outstanding communication skills
- Be prepared to advocate for the Pupils right to outstanding educational experiences.
- Understand the Education, Health and Care plans and how they apply to the learning and development of each pupil.
- Experience with learning disabled children or young adults
- Interest in and empathy with children or young adults with learning disabilities
- Openness/interest in Camphill Curative Education
- Good IT skills
- Patience and sense of humour
- Fitness and stamina to face challenges and challenging behaviour
- Team worker, also able to work independently
- Open to offering guidance and support for personal care

Desirable Qualities and Skills

- Experience in a residential school setting
- Rudolf Steiner/Curative Education experience
- NVQ class assistant qualifications
- Clean UK driving licence
- Experience using alternative communication, e.g. Signalong, PECS
- Midas training