



## Fairhouse Primary School Learning Support Assistant/SEN support

### Job Description

Fairhouse Primary School has an exciting opportunity for a Learning Support Assistant to join our fantastic team.

Start Date: As soon as possible. Contract: Permanent. The position is 30 hours a week for 39 weeks a year, Monday to Friday during term time.

Pay Range: : Scale 3/ Scale 4 dependant on qualificaitons and experience. Actual Salary £13,535-£14,064 (which includes paid annual leave which must be taken during school closure periods).

Applications close: 1<sup>st</sup> December 2021 at midday. Interviews on 7<sup>th</sup> December 2021

### School

Fairhouse Primary School is a two form primary located in Long Riding, Basildon. We are one of eight schools that form the Berlesduna Academy Trust ([www.berlesduna.co.uk](http://www.berlesduna.co.uk)), where the vision is to create and foster a culture of high aspiration, enjoyment for learning, academic success and lifelong skills amongst all pupils, regardless of their social, economic or cultural background.

We are looking for a person who:

- has high expectations of the children and themselves with a passion for raising standards and attainment
- can think creatively to engage, enthuse and motivate children to learn
- is passionate about supporting all pupils, demonstrating empathy and understanding of different needs
- is confident and able to work with pupils with challenging needs, including social and emotional needs/behaviours
- has a good understanding of the primary curriculum and skills to assist pupils in developing a good standard of attainment
- has a good understanding of how to support children with pastoral needs
- works well as part of a team and has a commitment to improving and developing their own practice.

We can offer you:

- well-motivated children who are eager to learn
- a well-resourced learning environment with an enthusiastic and supportive staff
- a forward looking school that is dedicated to the success of all children and staff
- a commitment to continued professional development
- a creative, engaging and well-resourced curriculum.

### Application

We strongly advise a visit to the school is made prior to application. Visits can be arranged by contacting the headteacher at [admin@fairhouse-pri.essex.sch.uk](mailto:admin@fairhouse-pri.essex.sch.uk) at or by phone 01268 523960.

As part of your application, you may be required to sit a skills test for maths and English.

Please take care to complete the application in full, as any incomplete applications will not be considered.

**We reserve the right to close the vacancy early so recommend that you submit your application at your earliest convenience.**

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All successful applicants will be subject to an enhanced DBS check, medical clearance and satisfactory references. We are an equal opportunities employer.

Internal applicants should submit a supporting statement to The Headteacher at [admin@fairhouse-pri.essex.sch.uk](mailto:admin@fairhouse-pri.essex.sch.uk) by the closing date.

## Job Description

<b>Job Title</b>	Learning Support Assistant (Primary)
<b>Grade</b>	2020 Scale 3 (2019 Band 2 to mid-point) or Scale 4 depending on experience and qualification
<b>Reports to</b>	Headteacher, Class Teacher, SENCO, Phase Leader
<b>Liaison with</b>	Teaching staff, support staff, Headteacher, pupils.
<b>Job Purpose</b>	To work in partnership with class teachers to support learning in line with the national curriculum, codes of practice and school policies and procedures.
<b>Principal Accountabilities</b>	<ul style="list-style-type: none"> <li>• Working with individuals or small groups of children under the direction of teaching staff</li> <li>• Supporting the needs of and individual pupil as and when needed/directed</li> <li>• Implement planned learning activities/teaching programmes as agreed with the teacher adjusting activities according to pupils' responses as appropriate.</li> </ul>
<b>Duties</b>	<ul style="list-style-type: none"> <li>• Establish positive relationships with pupils supported.</li> <li>• Support pupils with activities which support literacy and numeracy skills</li> <li>• Support the use of ICT in the classroom and develop pupils' competence and independence in its use</li> <li>• Promote positive pupil behaviour in line with school policies and help keep pupils on task</li> <li>• Interact with, and support pupils, according to individual needs and skills</li> <li>• Promote the inclusion and acceptance of children with special needs within the classroom ensuring access to lessons and their content through appropriate clarification, explanation and resources</li> <li>• Support the needs of a pupil with needs on a 1:1 basis as needed or directed</li> <li>• Support the needs of children with a variety of needs including those with social, emotional and behavioural needs</li> <li>• Participate in planning and evaluation of learning activities with the teacher, providing feedback to the teacher on pupil progress and behaviour</li> <li>• Monitor and record pupil activities as appropriate writing records and reports as required</li> <li>• Provide feedback to pupils in relation to attainment and progress under the guidance of the teacher</li> <li>• To support learning by arranging/providing resources for lessons/activities under the direction of the teacher</li> <li>• To attend to pupils' personal needs including help with social, welfare and health matters, including minor first aid.</li> <li>• To assist with the preparation, maintenance and control of</li> </ul>

	<p>stocks of materials and resources.</p> <ul style="list-style-type: none"> <li>• Assist with the development and implementation of IEP/EHCPss</li> <li>• Liaise with other staff and provide information about pupils as appropriate</li> <li>• To assist with the display and presentation of pupils' work</li> <li>• To supervise pupils for limited and specified periods including break-times when the postholder should facilitate games and activities</li> <li>• To assist with escorting pupils on educational visits.</li> </ul>
<p><b>General</b></p>	<ul style="list-style-type: none"> <li>• To understand and apply school policies in relation to health, safety and welfare</li> <li>• Attend relevant training and take responsibility for own development</li> <li>• Attend relevant school meetings as required</li> <li>• To respect confidentiality at all times</li> <li>• 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.</li> <li>• To comply with individual responsibilities, in accordance with the role, for health &amp; safety in the workplace</li> <li>• Ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy</li> <li>• The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.</li> <li>• This job description is neither exclusive nor exhaustive, but sets out the main expectations of the school in relation to the post-holder's professional responsibilities and duties;</li> <li>• An annual review of the job description and allocation of duties and responsibilities will take place as part of the Performance Management Review process;</li> <li>• All posts are subject to an enhanced DBS check, satisfactory references and medical clearance.</li> </ul> <p>The duties may be varied to meet changing circumstances in the post held. Any such developments will only take place after consultation with all those involved and do not form part of the staff member's contract.</p> <p>The post is portable across any school in the Trust.</p>

## LEARNING SUPPORT ASSISTANT (B)

General heading	Detail	Examples
<b>Qualifications &amp; Experience</b>	Specific qualifications & experience	Successful experience working with children in a school/early years environment Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience Completion of DCSF induction programme
	Knowledge of relevant policies and procedures	Basic knowledge of First Aid and understanding of the School
	Literacy	Good reading and writing skills. GCSE English grade C or above
	Numeracy	Good numeracy skills. GCSE Maths Grade C or above
	Technology	Knowledge of basic ICT to support learning
<b>Communication</b>	Written	Ability to write basic reports
	Verbal	Ability to use clear language to communicate information unambiguously Ability to listen effectively
	Languages	Overcome communication barriers with children and adults
	Negotiating	Consult with children and their families and carers and other adults
<b>Working with children</b>	Behaviour Management	Understand and implement the school's behaviour management policy Be confident and supportive in dealing with children with behavioural or social/ emotional/mental health needs
	SEN	Ability to understand and support children with developmental difficulty or disability
	Curriculum	Good understanding of the school curriculum Knowledge of literacy/numeracy strategies
	Child Development	Good understanding of the general aspect of child development Ability to assess progress and performance
	Health & Well being	Understand and support the importance of physical and emotional wellbeing Demonstrate an understanding of the impact of trauma and adverse child experiences on mental health and well-being
<b>Working with others</b>	Working with partners	Understand the role of others working in and with the school Understand and value the role of parents and carers in supporting children

	Relationships	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults
	Team work	Ability to work effectively with a range of adults
	Information	Know when, how and with whom to share information Ability to follow instructions accurately
<b>Responsibilities</b>	Organisational skills	Good organisational skills Ability to remain calm under pressure
	Line Management	Ability to support the work of volunteers and other teaching assistants in the classroom
	Time Management	Ability to manage own time effectively
	Creativity	Demonstrate creativity and an ability to resolve routine problems independently
<b>General</b>	Equalities	Awareness of and commitment to equality
	Health & Safety	Basic understanding of Health & Safety
	Child Protection	Understand and implement child protection procedures
	Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
	CPD	Be prepared to develop and learn in the role