

**Job Description: Learning Support Assistant (LSA)**

**School:** King's Academy Northern Parade

**Reports to:** PA

**Contract Type:** 10 Hours Per Week, TTO

**Salary:** £4,949 (Actual) - £24,413 (FTE)

**Purpose of the Role**

To ensure the safety, wellbeing, and positive lunchtime experience of all pupils by providing effective supervision, leading and modelling positive play, and building strong, respectful relationships with children through relational practice.

**Key Responsibilities**

- Supervise pupils during lunchtime in the dining hall, playground, and other designated areas
- Ensure the safety and welfare of pupils at all times, following school policies and procedures
- Actively engage with pupils during playtimes by leading, modelling, and supporting positive and inclusive play
- Encourage cooperative play, fair turn-taking, and respectful behaviour
- Use relational practice to build trusting relationships and support pupils' emotional wellbeing
- Promote positive behaviour and support children in resolving minor conflicts calmly and constructively
- Support pupils with their social interaction and play needs, including those who may find unstructured times challenging
- Communicate effectively with teaching staff and senior leaders regarding pupil wellbeing or concerns
- Follow safeguarding, health and safety, and behaviour policies at all times
- Support the school's ethos and values, promoting inclusion, respect, and kindness

**Safeguarding**

- Uphold the school's commitment to safeguarding and promoting the welfare of children
  - Report any safeguarding or welfare concerns in line with school procedures
  - Maintain appropriate professional boundaries at all times
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# Person Specification

## Essential Criteria

### Skills and Abilities

- Ability to supervise and engage groups of children effectively
- Confidence in leading and modelling play activities
- Strong interpersonal and communication skills
- Ability to use calm, consistent, and relational approaches to behaviour support
- Ability to work both independently and as part of a team

### Personal Qualities

- Caring, patient, and approachable
- Calm and fair when managing behaviour
- Reliable, punctual, and responsible
- Positive, proactive, and enthusiastic

### Knowledge and Understanding

- Understanding of the importance of positive relationships in supporting children's wellbeing  
Awareness of safeguarding and child protection responsibilities (training will be provided)

### Desirable Criteria

- Experience working with children in a school or childcare setting
- Understanding of play-based approaches and inclusive play
- Experience supporting children with additional needs during unstructured times