

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

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

**Reports to:** Class Teacher / SENDCo

**Contract Type:** 30 Hours Per Week, TTO

**Salary:** £16,858 (Actual) - £24,027 (FTE)

**Job Purpose**

To support the educational, emotional, and social development of pupils under the guidance of the class teacher and SENDCo. The role includes supporting children with additional needs on a 1:1 basis, in small groups, and within the classroom environment, enabling all pupils to access learning and make progress.

**Key Responsibilities****Classroom Support:**

- Assist the class teacher in delivering high-quality, inclusive learning experiences.
- Provide tailored support to pupils during lessons, ensuring they understand and engage with the curriculum.
- Help to prepare learning materials and resources.

**1:1 and Small Group Work:**

- Provide 1:1 support to pupils with additional needs (e.g., SEND, SEMH) in line with their learning plans.
- Lead small group activities to support targeted academic, emotional or social development.
- Implement interventions as directed by the teacher or SENDCo.

**Pupil Wellbeing and Relational Practice:**

- Use positive behaviour strategies in line with the school's relational approach.
- Build strong, trusting relationships with pupils, supporting their confidence, independence, and resilience.
- Provide emotional support and respond appropriately to pupils' needs.

**Administrative and General Duties:**

- Monitor, record, and report on pupil progress to the class teacher/SENDCo.
- Assist with the supervision of pupils at break/lunch times where required.
- Attend staff training and meetings as needed.

- Maintain confidentiality and safeguard the welfare of children at all times.

### **Safeguarding**

- Ensure personal understanding of the duties and responsibilities in relation to child protection and the safeguarding of children and young people. This includes understanding of the academy Child Protection Policy, Safeguarding policy and Code of Conduct.
- Ensure all issues relating to pupils are reported immediately to the delegated member of staff
- Attend mandatory training and refreshers to ensure a personal and up to date understanding of safeguarding requirements

### **Health, Safety & Security**

- Ensure a personal awareness of and compliance with, policies and procedures related to health, safety, and security, confidentiality, and data protection
- Ensure concerns are reported immediately to the delegated member of staff
- Attend mandatory training and refreshers to ensure personal and up to date understanding of relevant policies and practices

### **Equity, Diversity & Inclusivity**

- Contribute to the development of a workplace culture that promotes equity, diversity and inclusivity

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### **Person Specification**

<b>Essential</b>	<b>Desirable</b>
A genuine passion for supporting children's learning and wellbeing	Previous experience as an LSA or in a school setting
Commitment to inclusive education and equal opportunities for all pupils	Experience supporting children with SEND (e.g., autism, ADHD, speech & language)
Good literacy and numeracy skills (GCSE English and Maths or equivalent)	Relevant qualification (e.g., NVQ Level 2/3 in Supporting Teaching and Learning)
Excellent communication and interpersonal skills	Training in interventions (e.g., ELSA, phonics, SALT support)
Ability to build positive, respectful relationships with children and adults	First aid or safeguarding training

Adaptable, patient, and calm under pressure

Experience using relational practice or trauma-informed approaches

Willingness to work collaboratively with teachers and other staff

Understanding of EHCPs and personalised learning plans

Commitment to ongoing professional development