Job title:	**Learning Support Assistant (LSA) with Lunchtime Supervision**
Hours:	31.25 hours per week
Grade:	Scale 2
School:	Warrender Primary School
Responsible to:	SENCO/Class Teachers

Job Description

The Learning Support Assistant (LSA) plays a crucial role in supporting a child and multiple children with complex needs, exhibiting challenging behaviour, on a one-to-one basis. This position involves helping the individual student engage in their learning, develop emotional resilience and enhance their social skills. The LSA will work closely with teachers and other staff to create a positive, adaptive learning environment.

Key Responsibilities:

- **Individualised Support:**
  - Deliver tailored support to a student with emotional and behavioural challenges
  - Implement strategies that promote self-regulation and coping mechanisms with guidance from the SENDCO/class teacher
  - Contribute to annual reviews, individual learning plans for a child with an EHCP
  - Work alongside the SENDCO/Class teacher to plan and implement transition activities
  - Promote interactions and engagement of the child in whole class activities
- **Adaptive Learning:**
  - Modify learning materials and approaches to meet the unique needs of the student
  - Collaborate with teachers to develop and adjust lesson plans as necessary
  - Use student's preferences and motivators to build a positive relationship in order to motivate and develop positive attitudes
  - Be aware of school policies and expectations and of the National Curriculum
- **Emotional and Social Support:**
  - Facilitate social skills development through structured activities and guided interactions
  - Provide a safe space for the student to express feelings and concerns
  - Build a strong, supportive and reliable rapport with the child
  - Be instrumental in developing the child's self-esteem and emotional resilience through targeted interventions

- **Team Communication:**
  - Maintain **strong communication** with teachers and support staff to share insights on the student's progress and challenges
  - Participate in regular team meetings to discuss strategies and student needs
  - Establish a good relationship with parents/carers, encourage parental partnership and maintain good home/school links

Qualifications and Experience:

- **Education:** Minimum child care related Level 3 or equivalent
- **Professional Development**: Neurodiversity (essential) and Positive handling (desirable)
- **Experience**: Experience working with children, particularly those with behavioural challenges, is preferred
- **Skills:**
  - **Strong communication skills** to effectively interact with students, staff, and parents
  - Ability to adapt to diverse learning needs and emotional states

Personal Attributes:

- **Empathy and Patience:** A genuine understanding of the challenges faced by students with distressed behaviour
- **Proactive:** An ability to act upon professional reflection in the best interest of the child
- **Resilient:** An ability to work with challenging needs in a busy school environment
- **Adaptability:** Flexibility in approach and willingness to modify strategies as needed
- **Commitment to Inclusion and the school:** Dedication to creating a supportive and inclusive learning environment for all students

<u>Other Duties</u>

- Carry out such other related duties as may be required from time to time, commensurate with the general level of responsibility of the post as directed by the Headteacher

This job description may be amended at any time after discussion with you.

Warrender School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment