

 <b>PEMBROKE</b> A PRIORY ACADEMY	<b>JOB TITLE</b>	<b>Learning Support Assistants x 2</b>
	<b>SALARY</b>	<b>PPS4 £18,426 per annum (£13,782 pro rata) pay award pending</b>
	<b>HOURS</b>	<b>32.5 hours per week</b>
	<b>PERMANENT</b>	
	<b>START DATE</b>	<b>September 2020</b>
<b>SUPPORT STAFF</b>		
<p>The Priory Pembroke Academy is looking for two enthusiastic individuals who are passionate about working with students and special needs. The successful candidates will support students across the curriculum both in and outside the classroom.</p> <p>Applicants should be computer literate and have worked with MS Word, Outlook and Excel and English and Maths GCSE grade A-C is essential. Experience of working with students with a visual impairment and/ or providing intimate care would be desirable.</p> <p>An application pack and job description are available via our website. CVs are not acceptable.</p> <p>Closing date for applications: 12 noon, Friday 5 June 2020.</p> <p>The Priory Federation of Academies strictly adheres to the new regulations introduced on 25<sup>th</sup> May 2018 under GDPR guidelines. In order to complete your application for this position you will need to agree with our privacy statement. The privacy statement will be available for you to read when you commence your application:  <a href="https://www.prioryacademies.co.uk/page/?title=Vacancies@pid=9">https://www.prioryacademies.co.uk/page/?title=Vacancies@pid=9</a></p> <p><b><i>The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The position is subject to an enhanced DBS disclosure.</i></b></p>		

## Job Description

<b>Job Title:</b> Learning Support Assistant	<b>Pay Scale:</b> PPS4
<b>Normal Place of Work:</b> The Priory Pembroke Academy	<b>Line Manager:</b> SENDCO
<b>Role Summary:</b> To reinforce specific needs, in accordance with students' individual profile requirements. To provide support to teaching staff by assisting in the delivery of class-based tasks, to groups and/or individual students.	

## DUTIES AND RESPONSIBILITIES

1. To support the SENDCO in matters concerning students with specific academic and social adjustment needs:
  - To support in the delivery of individual specific targets and reinforced further through the student profile information.
  - To assist in monitoring student's needs and reporting these to SENDCO
  - To assist in keeping records as required by the SENDCO.
  - To attend review meetings as required and liaise with external agencies and parents.
2. To support in the classroom delivery of subject-based tasks to groups or individual students:
  - To support the subject teacher in the delivery of lessons to groups or individual students.
  - To participate in the preparation of the classroom as required.
  - To reinforce specific targets to address individual learning needs within the classroom setting.
  - To provide useful learning strategies in order to develop a range of literacy and numeracy skills.
  - To deliver academic intervention programmes if required.
3. To assist in promoting development and learning (physical, emotional, educational, social), to assist in fostering growth, self-esteem and independence and assisting in observing and recording development:
  - To be available for the supervision and monitoring of students at specific duties including; break, lunchtime duties and before and after school duties.
  - To assist in carrying out reasonable daily personal care and hygiene duties.
4. To assist in supporting those with special needs and be flexible in your approach to accommodate those specific needs as outlined within the student profile information and EHC plan including providing intimate care.
5. To interact professionally with colleagues to ensure understanding and awareness of responsibilities of all colleagues within the SEN Department and provide any relevant training.

6. To act in accordance with Federation policies and procedures and relevant legislation, particularly in relation to child protection and behaviour management.
7. Any such other duties as may be determined from time to time within the general scope of the post.

## Key Relationships

The post holder will be expected to develop and maintain good relationships with:

• Head Teacher, SLT and all Trust staff	To ensure a high quality service is provided that meets the needs of the Trust.
• Parents and Students	
• Visitors	

## Generic Responsibilities

- Represent and promote The Priory Federation of Academies' values internally and externally.
- Ensure that the Federations internal customers receive an excellent customer service experience in all dealings with the service.
- Deliver your day to day duties consistently with the agreed service level.
- Act as a champion for change and improvement, constantly enhancing quality.
- Contribute to the annual quality review of the service and the programme of continuous improvement.
- Actively promote and act, at all times, in accordance with Federation policies, e.g. Health and Safety, Equal Opportunities and Safeguarding.
- Make a commitment and contribution to improving standards for students, as appropriate.
- Contribute to the maintenance of a caring and stimulating environment for students.
- Undertake other duties commensurate with the job level.

The post holder will interact professionally with colleagues to ensure understanding and awareness of responsibilities of all colleagues and undergo any relevant training.

Elements of this job description may be changed following consultation with your manager.

## **TERMS OF EMPLOYMENT**

All offers of employment are subject to The Trust receiving proof of identity, two satisfactory references, satisfactory health and enhanced DBS checks, a signed Code of Conduct, evidence of your relevant qualifications and successful completion of a 12 month probation period.

## **HEALTH AND SAFETY**

All employees are responsible for reading, understanding and carrying out the requirements of The Trust's Health and Safety policy and for informing a relevant person if they become aware of any non-compliance with the policy or of any identified training needs.

## **HOURS OF WORK**

The Academy day is between 8:00 am and 6:00 pm. A flexible approach to working is expected as some tasks may be required to be carried out in the evenings and during holiday periods.

## **CONTINUAL PROFESSIONAL DEVELOPMENT**

The Trust requires individuals to identify and analyse their own training and development needs and to actively participate in the design of a development plan to meet these needs and the needs of the Academy. This may be achieved through an appraisal process.

The post holder should recognise and take advantage of development opportunities and should periodically review their own progress towards meeting previously agreed goals.

## **CONDITIONS OF SERVICE**

Governed by the National Agreement on Pay and Conditions of Service supplemented by local conditions as adopted.

## **SPECIAL ARRANGEMENTS**

The post holder may be required to work outside of normal academy hours on occasion, with due notice.

## **SAFEGUARDING STATEMENT**

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

## Person Specification – Student Support Assistant

	Essential	Desirable	How assessed*
<b>QUALIFICATIONS</b>			
GCSE English and Mathematics Grade A-C or equivalent.	✓		AF / Cert
Level 2 IT qualification/experience or equivalent.	✓		AF / Cert
NVQ3 qualification or working towards		✓	
First Aid or working towards		✓	
Proficient in the use of email and the internet	✓		AF/Cert
<b>KNOWLEDGE AND EXPERIENCE (UP TO DATE/ CURRENT)</b>			
Experience of working with students	✓		AF / IV
A knowledge and understanding of student intervention techniques	✓		AF / IV
Experience of supporting groups of students as well as students on a one to one basis	✓		IV/AF
Experience of working with students with a visual impairment.		✓	AF/IV
Experience of supporting students with intimate care.		✓	AF/IV
<b>SKILLS AND ABILITIES</b>			
A high level of communication skills	✓		AF / IV
The ability to adapt to meet the needs of the students	✓		AF / IV
Ability to motivate students, good interpersonal skills	✓		AF / IV
Must accept and actively support the Federation's agreed values.	✓		AF / IV
<b>WORKING ARRANGEMENTS AND PERSONAL AVAILABILITY</b>			AF / IV
Flexible with a willingness to adapt working patterns to fit the needs of the Academy.	✓		AF / IV

\*Key to how skills are assessed:

AF = Skill assessed via application form

IV = Skill assessed via interview

AT = Skill assessed via test/work-related task

Cert = Certificate checked at interview

### Acceptance of the Job Description

I have read and accept the content of the job description.

Signed Line Manager: .....

Dated: .....

Signed Employee: .....

Dated.....

**Please sign and return one copy of the Job Description (after post accepted)**