

Job Title: Learning Support Assistant for learners with SEMH needs	Grade: JG3
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Job Purpose

- To help learners to progress both socially and academically
- To work closely with the intervention team, leadership team and other school staff
- To build strong relationships with parents and carers, providing feedback on children's progress and wellbeing
- To work independently with small groups of learners
- To support with the planning and preparation of engaging activities
- To build positive relationships with our young people and their families
- To support the ethos, values and vision of Westhaven School

Main Duties and Responsibilities

- To establish and maintain good relationships with learners, parents/carers, colleagues and other professionals
- To act as a role model for our learners
- To promote the inclusion and acceptance of all learners
- To be aware of learner problems/progress/achievements and report to the lead teacher as requested
- To undertake record keeping as requested
- To be aware of and comply with all school policies and procedures, in particular relating to child protection, health and safety and safeguarding
- To assist with the supervision of learners out of lesson times, including breaktimes or lunchtimes
- To create and maintain a purposeful, orderly and supportive environment
- To be responsible for your own professional practice and decisions and take responsibility for identifying and meeting your own development needs

Safeguarding

Westhaven School is committed to the safeguarding and promoting the welfare of all children and young people. We expect all staff and young people to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

Additional duties

- To play a full part in the life of Westhaven School including duties to support the ethos and encourage learners and colleagues to follow this example
- To actively engage in the appraisal process
- To continue professional development as agreed

Whilst every effort has been made to outline the main responsibilities of the post, each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job profile. This job profile is current at the date shown but in consultation with the successful candidate, may be changed by the Senior Leadership Team, to reflect or anticipate changes in the job commensurate with the grade and job title.

Who are we looking for?

The successful candidate will be:

- passionate about making a difference in the lives of vulnerable young people
- resilient, patient, and empathetic
- committed to our values, vision and ethos
- willing to learn and develop professionally
- a team player who can contribute to our warm, caring culture

Experience and skills

(E = essential / D = desirable)

- Experience of working with children in any setting (schools, care homes, youth work, etc.) (E)
- Educated to at least GCSE Grade C standard or equivalent in English and Mathematics (E)
- Good behaviour management skills (or willingness to develop them)(E)
- Understanding of SEMH needs (or desire to learn) (E)

- Excellent communication skills (E)
- Ability to remain calm under pressure (E)
- A flexible nature and good sense of humour (E)
- A willingness to problem solve (E)
- Ability to demonstrate physical and emotional resilience (E)
- Desire to enhance and develop skills and knowledge through CPD (E)
- Commitment to the highest standards of child protection (E)
- Demonstrate and promote commitment to equal opportunities (E)
- Commitment to the school's ethos, aims and its whole community (E)