

CHADSGROVE SCHOOL

LEARNING & SUPPORT ASSISTANT JOB SPECIFICATION

Purpose of Role:

To provide high-quality support to pupils with special educational needs and disabilities (SEND), including those with profound and multiple learning disabilities, physical disabilities, or other complex needs. This role involves supporting pupils' learning, independence, safety, and wellbeing, including personal care, medical needs, and participation in a broad range of school activities.

Key Responsibilities and Expectations:

1. Supporting Teaching and Learning:

- Assist teachers in delivering personalised learning activities in line with pupils' IEPs/EHCPs.
- Support pupils in whole-class, small-group, or one-to-one settings to enable engagement and participation.
- Implement strategies recommended by teachers, therapists, or specialists.
- Prepare, organise, and maintain teaching and learning resources, including sensory equipment and access technology.

2. Personal and Medical Care:

- Support pupils with personal care, including toileting, changing for activities such as swimming, and other hygiene or care needs.
- Administer prescribed and emergency medications following training, risk assessments, and school procedures.
- Receive and undertake training in administering medications, emergency care, seizure management, and other health-related procedures as required.
- Provide support in the pool for swimming sessions where appropriate, ensuring pupil safety at all times.

3. Behaviour and Pastoral Support:

- Promote positive behaviour and support pupils' social, emotional, and personal development.
- Encourage independence, self-regulation, and participation in daily routines.

4. Health, Safety, and Safeguarding:

- Maintain a safe, hygienic, and inclusive environment for pupils.
- Follow school policies and statutory guidance regarding safeguarding, health and safety, and equality.

- Report any concerns about pupils' welfare, safety, or wellbeing immediately to the designated safeguarding lead.

5. Collaboration and Professional Development:

- Work closely with teachers, therapists, and other professionals to provide coordinated support for pupils.
- Contribute to the class team, demonstrating strong team work, supporting other TAs and PCAs.
- Engage in ongoing professional development, including training in emergency care, medication administration, and specialised SEND strategies.

LEARNING & SUPPORT ASSISTANT
PERSON SPECIFICATION

Specification	Essential	Desirable
Qualifications	Willing to undergo appropriate training	GCSE English, Maths & Science
Experience	Recent experience of working with pupils would be an advantage	Working with pupils of different abilities within mainstream and special school
Skills and Abilities	Ability to work in a team Positive interaction with children and young people Actively engage in play/leisure activities with pupils	Working with pupils in a play setting Experience in meeting pupils' personal care needs Experience interacting with pupils who have communication difficulties
Personal Qualities	Ability to follow instructions Positive attitude to security and safety Ability to communicate effectively with pupils and other staff in school Patience and flexibility	Sense of humour Good health and attendance record Ability to self-manage

Safeguarding Statement

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

Successful candidates will be subject to an Enhanced Disclosure and Barring Service (DBS) check, online checks, references, and confirmation of their right to work in the UK, in line with Keeping Children Safe in Education.

We will be taking up references before your interview. Please let your referees know to expect a reference request once you are notified if you are being interviewed (if you have indicated that we may contact them).

This role is exempt from the Rehabilitation of Offenders Act 1974.