



Chadsgrove Educational Trust Specialist College

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JOB DESCRIPTION

LEARNING SUPPORT ASSISTANT (LSA) GRADE 2

Purpose of Role:

To support students with Special Educational Needs and Disabilities (SEND) to achieve their fullest potential by providing high-quality educational, personal, social and healthcare support within a specialist college environment. LSA's enable students to access learning opportunities, develop independence, communication and employability skills and prepare for adulthood.

The role involves meeting a wide range of learning, physical, sensory, emotional and medical needs, including personal care and healthcare interventions where appropriately trained and required by an EHCP or healthcare plan. Working as part of a multidisciplinary team, the post holder will promote student wellbeing, safety, dignity, inclusion and positive outcomes both within College and in the wider community

Key Responsibilities and Expectations:

1. Supporting Teaching and Learning:

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

2. Personal and Medical Care:

- Support students 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 College 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 student safety at all times.

3. Behaviour and Pastoral Support:

- Promote positive behaviour and support students' 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 students.
- Follow College policies and statutory guidance regarding safeguarding, health and safety and equality

5. Community Participation, Independence and Preparation for Adulthood:

- Support students to develop the knowledge, skills and confidence required for adulthood, independence and meaningful participation in their local communities.
- Assist students in accessing community-based learning opportunities, educational visits, travel training, work experience placements, supported internships, volunteering activities and other work-related learning opportunities.
- Support students to develop independent living skills, including communication, personal organisation, money management, shopping, meal preparation, personal safety and use of community facilities.
- Promote positive social interactions, community inclusion and the development of appropriate relationships, supporting students to build confidence and resilience in a range of environments.
- Maintain vigilance regarding safeguarding, health and safety and student welfare during all College and community-based activities, reporting concerns promptly in accordance with College policies and procedures.
- Follow risk assessments, behaviour support plans, healthcare plans and educational programmes to ensure students can participate safely and successfully in activities both on and off site.
- Subject to business needs, appropriate authorisation, licence checks, insurance requirements and the College's terms and conditions, there may be opportunities for post holders to drive College vehicles or transport students as part of their duties. Participation in driving duties is voluntary and is not an essential requirement of the role.

6. Collaboration and Professional Development:

- Contribute to the class team, demonstrating strong team work, supporting other LSAs and Personal Care Assistants.
- Engage in ongoing professional development, including training in emergency care, medication administration, and specialised SEND strategies.

Chadsgrove Educational Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff, volunteers and contractors to share this commitment.

Successful applicants will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check, together with satisfactory references, verification of qualifications, confirmation of identity and right to work in the UK and any other pre-employment checks required in accordance with statutory guidance and the College's Safer Recruitment procedures.

As part of our recruitment process and in line with Keeping Children Safe in Education (KCSIE), online searches may be undertaken for shortlisted candidates as part of our due diligence checks to help identify any incidents or issues that may be explored at interview. Candidates will be provided with the opportunity to discuss any matters arising from these checks.

References will normally be requested prior to interview. Candidates are therefore encouraged to notify their referees that they may be contacted should they be shortlisted.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore, applicants are required to disclose all cautions and convictions that are not protected under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended).

The College is committed to equality of opportunity and welcomes applications from all suitably qualified candidates. Selection will be based on merit, skills, qualifications and experience.