



Employment Package

Salary: £38,655 - £48,516 per annum (pro rata)

Distant Islands Allowance: £2,742 per annum (pro rata)

Weekly Working Hours: Various

Employee Benefits

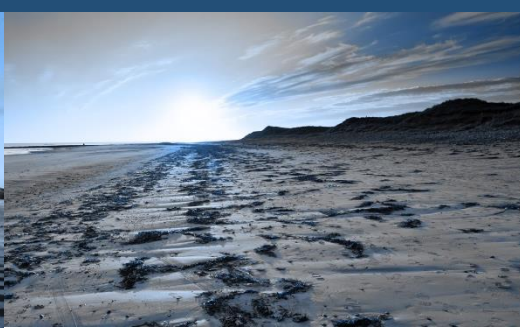
- 40 days annual leave per annum (Pro Rata)
- Scottish Teachers Pension Scheme
- Generous Maternity, Paternity and Sick pay benefits
- Comprehensive induction
- Employee Assistance Programme

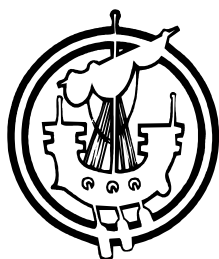


Learning Support Teacher Western Isles

Job Purpose

To implement the Council's Inclusion Policy by working with schools and other agencies to support pupils with additional support needs.





COMHAIRLE NAN EILEAN SIAR

Job Description

Job Title:	Learning Support Teacher	Job Number:	Various
Department:	Education & Childrens Services	Grade:	CST
Location:	Western Isles	Date:	2025
Responsible To:	Chief Officer for Education & Children's Services; in the first instance to the Head Teacher		

Job Purpose

To implement the Council's Inclusion Policy by working with schools and other agencies to support pupils with additional support needs.

Learning Support Teacher

Duties

All practice underpins the duties required under the Education (Additional Support for Learning) (Scotland) Act 2004, updated 2009 & Education Scotland Act (2016) as summarised in the guidance document Supporting Children's Learning - Code of Practice.

- 1 Work collaboratively and in partnership with schools to support pupils with additional support needs.
- 2 Ensure the Council's staged intervention process is implemented.
- 3 Advice on appropriate materials to allow pupils access to a differentiated curriculum and/or elaborated curriculum.
- 4 Regularly assess pupil's educational, social, emotional and behavioural needs and devise and implement methods of effectively meeting those needs.
- 5 Work in a co-operative and constructive way with pupils, parents, teachers, auxiliaries and other external agencies and promote effective links between service providers.
- 6 Play a key role in ensuring that pupils have access to a broad, balanced and relevant curriculum.
- 7 Encourage the development of independence and actively seek pupils' views to ensure they are supported in taking responsibility for their own learning and behaviour.
- 8 Deliver high quality teaching and learning for pupils with additional support needs, giving them equal opportunity to achieve their potential.
- 9 Contribute to whole-school strategic planning eg. development plan, CPD and staff training.
- 10 Meet with parents to give support, advice or reinforcement; to share information, to agree targets and to seek constructive ways of reinforcing learning at home.
- 11 Participate in ongoing and regular staff, team and individual professional development.
- 12 Ensure that you comply with the Authority's code of practice on confidentiality.

- 13 Ensure that all duties or responsibilities are performed in a safe manner so that no risk to health or safety arises to yourself, any other employees or member of the public.
- 14 Any other duties or responsibilities that may need to be allocated from time to time to ensure the efficiency and effectiveness of the service.



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Person Specification

THIS FORM LISTS THE ESSENTIAL AND DESIRABLE CRITERIA REQUIRED. APPLICANTS WILL BE LEETED ON THE BASIS OF MEETING THE CRITERIA. PLEASE ENSURE YOU COMPLETE YOUR APPLICATION FORM CONSIDERING THE CRITERIA BELOW.

POST TITLE: Learning Support Teacher

POST NUMBER: Various

CRITERIA		ESSENTIAL		DESIRABLE
Knowledge	E1	Awareness of good practice in ASN settings.	D1	Experience of behaviour Management.
	E2	Awareness of the range of Additional Support Needs.	D2	Elaborated curriculum.
	E3	Knowledge of Additional Support for Learning legislation.		
	E4	Knowledge of current educational initiatives.		
Skills and Abilities	E5	Ability to relate well to children and respond effectively to their needs.	D3	ICT skills.
	E6	Ability to work collaboratively with staff.	D4	Assessment and recording skills.
	E7	Understanding of target setting through PLP, IEP and CSP's.		
	E8	Ability to liaise effectively with parents and other agencies.		
Education and Experience	E9	Commitment to training for Diploma in Inclusion.	D5	Recognised ASN qualification.
	E10	Mainstream teaching experience.		
	E11	Teaching experience of pupils with a broad range of additional support needs.		
	E12	GTC registration in Scotland.		
Other Factors	E13	Demonstrated continued professional development.	D6	Communicative ability in Gaelic.
	E14	Willingness to undertake further training.		
	E15	Current clean driving licence.		