



Employment Package

Salary: £27,184 - £29,571 Per Annum, Pro Rata

Distant Islands Allowance: £2,407 Per Annum, Pro Rata

Weekly Working Hours: Various

Duration: Fixed Term

Employee Benefits

- 35 days annual leave, increasing to 40 days after 5 years, inclusive of Public Holidays (pro rata)
- Local Government Pension Scheme
- Generous Maternity, Paternity and Sick pay benefits
- Comprehensive induction
- Employee Assistance Programme

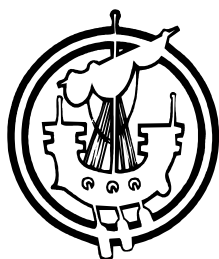


ASN Support Worker, Western Isles

Job Purpose

Providing educational, behavioural and care support in schools/pre-schools/alternative Educational Setting for children with complex and additional support needs.





COMHAIRLE NAN EILEAN SIAR

Job Description

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

Job Purpose

Providing support in schools / pre-schools and other education settings for children and young people with additional support needs (ASN).

Duties

Duties will vary between educational establishments, depending on the needs of the children involved, but they could include the following:

1. Working in mainstream and enhanced ASN provision, supporting pupils with educational work, under the direction of the class teacher/play leader/tutor/team leader.
2. Assisting pupils with intimate care needs.
3. Assisting in the design and implementation of Individualised Education Plans (IEPs) and attendance at IEP and CSP meetings as required.
4. Supervision of children at intervals and lunch breaks, in school/pre-school or in playground.
5. Assisting in the design of Behaviour Management Programmes for vulnerable young people.
6. Directly managing the behaviour of young people with challenging behaviour.
7. Providing appropriate support to young people as detailed in their Health Care Plan.
8. Undertaking direct instruction of young people within structured intervention eg. ABA, TEACH

General Accountabilities

1. To ensure that all information received and disseminated, whether verbal, written or electronic concerning all employees, prospective employees or service users is treated in the strictest confidence and that all such information held is regulated and controlled in a similar manner in compliance with Data Protection legislation.
2. To ensure that all duties and responsibilities are performed in a safe manner so that no risk to health and safety arises to yourself, any other employee or member of the public.
3. As the Comhairle is committed to the effective management of risk, it is the responsibility of all employees to carry out their duties and responsibilities with adequate regard for Risk Management as outlined within the Comhairle's

Risk Management Policy.

4. To comply with the Comhairle's Equal Opportunity Policy in Service Delivery and Employment, thereby promoting a fair and quality service to all.
5. To keep under review your own development needs. Learning needs should be discussed and determined at your annual Performance Appraisal and you will be required to undertake training as identified and as appropriate and required for the effective performance of the duties of the post.
6. Any other duties or responsibilities that may need to be allocated from time to time to ensure the efficiency of the service.



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Person Specification

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

POST TITLE: ASN Support Worker

POST NUMBER: Various

CRITERIA		ESSENTIAL		DESIRABLE
Knowledge	E1	Understanding of child development.		
	E2	Understanding of factors which affect children's behaviour, learning and development.		
Skills and Abilities	E3	Ability to remain calm in difficult situations.		
	E4	Ability to get on well with children and adults.		
	E5	Ability to establish and maintain relationships of trust and confidence.		
	E6	Sensitivity to the needs of children.		
	E7	Ability to exercise confidentiality at all times.		
	E8	Good communication skills to interact with children, staff and parents.		
	E9	Requirement to work as part of a team.		
Education and Experience	E11	Experience of working with children – professionally or voluntarily – who have severe/profound learning difficulties and challenging behaviour.		
	E12	Training in specific skill areas, eg. CALM, TEACH, Manual Handling, ABA Analysis.		
	E13	Training in behaviour management.		
	E14	Training in areas of curriculum development, autism and challenging behaviour.		
Other Factors	E15	Willing to undertake further training if requested.	D1	Knowledge of Gaelic and/or commitment to learning the language.
	E16	Driving Licence and own transport.		