Support for Learning Assistant (Severe/Complex Needs)

Location as per job advert

At a glance:

Grade: D/E
Salary: As per advert
Allowances:

- Distant Islands Allowance

Job Purpose:

Working as part of a team to support and enrich the learning of children and young people with severe and/or complex additional support needs.

For application support contact **hrsupport@orkney.gov.uk** or call **01856 873535 ext.2250**

Benefits and Support

34 days annual leave, increasing to 39 days over 5 years, inclusive of Public Holidays (pro-rata)	Supported to work and earn whilst achieving qualification
Local Government Pension Scheme	Maternity, Paternity and Sick Pay
Comprehensive induction process	Employee Assistance Programme

Main Duties and Responsibilities

Promote the Rights of the Child, and value each child as rich in potential, strong, powerful and competent in their own right.
Advocate for every child and support their welfare including personal, social and emotional wellbeing.
Support the creation of a warm, caring ethos in which each child feels secure, respected and valued and where children are encouraged and supported to develop intrinsic motivation, self-confidence and respect for others.
Contribute to developing a stimulating environment in order to support and motivate young children in their learning, including helping to ensure that materials and resources match individual children's interests and development needs.
Establish positive relationships with children, young people, colleagues and parents
Interact effectively and enthusiastically with the children to develop their confidence, extend learning and promote children's development.
Be involved in making and recording observations and planning next steps, in collaboration with the teaching team.
Be committed to working in an environment that promotes social inclusion and be aware of the particular requirements of children with additional support needs.
Attend to the need for comfort and care of young children when distressed, ill or hurt and where appropriate complete records according to school and council policy.
Support children with personal and intimate care tasks, including toileting, changing, dressing and feeding and to use these as a learning opportunity to support skill development and independence.
Use a range of approaches to gather and record observations, and to use this to reflect on each child's development and plan for next steps in learning.
Prepare or adapt materials and resources to support individual children's development
Engage with and support Staged Intervention Processes and where appropriate, to contribute to and assist in the delivery of IEPS.
Contribute to and support programmes for children with additional support needs in collaboration with others.
Work with relevant support agencies to meet the needs of children and their families, including at times, contributing information as part of this process.
Listen to children, value their opinions and contributions and to use a range of approaches for engaging in consultation and participation.

Encourage children's language and communication development and be aware of ways to stimulate language and communication through play, books, stories, alternative communication systems and by personal Interaction.

Responsibilities for All

Embody the Council Values of Accountable, Reliable, Considerate and Collaborative.	Participate in team meetings, 1 to 1s, supervision and good conversations process
Handle all information in confidence and in line with Data Protection requirements	Comply with the Council Employee Code of Conduct
Work safely to prevent risk to yourself and others	Comply with relevant professional body codes of practice/conduct
Ensure Equality, Diversity and Inclusion	Any other duties appropriate to your grade
Undertake mandatory and relevant training and development	Where required Support the Council's emergency response

Skills and Requirements

Must have

To be appointed at grade D:

Good general standard of education, including evidence of competency in literacy and numeracy
and
Requirement to achieve an SCQF level 5 qualification, e.g., SVQ2, NC, or PDA, relevant to additional support for learning, within 3 years of taking up post.

To be appointed at or progress to grade E:

An SCQF level 5 qualification, e.g., SVQ2, NC, or PDA, relevant to additional support for learning.

Applicable to both grade D and E:
Experience of working/volunteering with children and/or young people.
Experience of developing warm, respectful relationships with children and adults.
Experience of developing nurturing, stimulating environments.
Experience of working as part of a team.
Demonstrate an understanding of the vital role of the adult in supporting children's learning.
Demonstrate knowledge of a range of individual support needs.
Experience of adapting activities for groups and individuals.

Requirements of the Role

Disclosure/PVG:	PVG Children	Convictions to Declare:	All
Politically Restricted Post:	No	Sponsorship:	No
Work Additional Hours:	No	Term Time Post:	Yes