

We are looking for a 1:1 Learning Support Assistant to start asap

Apply now – to start asap

Cardiff Steiner School are looking for a **Learning Support Assistant to provide 1:1 support** for a rising 4 year-old child at our Kindergarten. You'll join our dedicated team and provide 1:1 support for learning and social emotional development, in line with the pupil's Individual Development Plan (IDP).

This rewarding role will suit someone with a real interest in supporting children with additional learning needs, and the confidence, understanding and resourcefulness to help them achieve their potential. You should have a sound track-record of supporting individual children, ideally at early years or primary age, and will see beyond simply providing help, focusing more on enabling independent learning and progress. You'll have excellent interpersonal and communication skills, with the ability to build strong relationships with children and act as a positive role model to them. You'll share our ethos that 'play is the work of childhood' and the enthusiasm to learn about Steiner education and put its principles into practice.

Hours: 8.25 hours per week term-time only, Monday to Thursday from 9.00 – 11.00am (with one morning 8.45am start).

Salary: £9.50 per hour plus statutory holiday pay (equivalent to £10.65 per hour)



[photo of other children at our School]

Cardiff Steiner School is committed to safeguarding children and young people, we expect all applicants to uphold this. All candidates must have suitability to work with children, and post holders are subject to a satisfactory enhanced Disclosure Barring Service check.

About Us

Cardiff Steiner School is a small, independent Steiner School for children age 3 to 18. Steiner Education is the largest and fastest growing independent school system in the world, with 1000 schools worldwide. Our distinctive, international curriculum integrates academic, artistic and practical learning into a rich, balanced education.

We have two mixed-age Kindergartens, Sun Garden and Rose Garden, with up to 16 children aged 3 to 6 in each group. You'll be part of our experienced and well-established Kindergarten Team, led by a specially trained Kindergarten Teachers.

Formal learning does not start in Steiner Schools until a child enters Class 1 at age 6. Instead the Early Childhood curriculum prepares children for formal learning by first providing time and opportunity to develop socially, emotionally and physically in a creative, secure, enabling and harmonious environment. The foundation skills in literacy and numeracy are laid through an environment rich in hands on activity and play and where language and communication are enabled through a rich oral tradition.

The Kindergarten day follows a predictable pattern, alternating child-led time with a teacher-led activity. The day includes a period of free play which could take place inside or out, and alongside a particular activity such as baking, painting, handcraft. The day flows with regular and repetitive activity, such as Ring-time (or 'circle time') which includes songs and rhythmical verses, music and movement. The snack, prepared by adults and children is shared together around the table, where the mood is relaxed and social. Other activities include painting, drawing, crafts and the domestic arts such as cooking, baking, cleaning and care for self and others. The strong tradition of oral storytelling and puppetry are a part of the morning, and usually end the session.

We are a family School with engaged and creative children, a collaborative staff team, supportive families and a strong community spirit. Our people are at the heart of our success and we have developed a strong culture of collaboration where staff are valued and your input, enthusiasm and talents will be welcomed and appreciated. You'll have the support and guidance of our expert Early Years team and Additional Learning Needs Coordinator.

Please visit our website at www.cardiffsteiner.org.uk to learn more about the School.

How to Apply:

You are very welcome to contact us to discuss the post. Contact us for an Application Pack or download it at: www.cardiffsteiner.org.uk/jobs-lsa

Please take a look at the **Job Description and Person Specification overleaf**, and complete and return the **Application Form and Equality & Diversity Questionnaire** to:

Nicola Robinson, Cardiff Steiner School, Hawthorn Road West, Llandaff North, Cardiff CF14 2FL
ask@cardiffsteiner.org.uk (029) 2056 7986

Please either type directly in the form using Microsoft Word, or print out and complete the form in black ink. If you have any problems downloading the information please just contact us.

The recruitment process will involve an interview and observed practice.

Job Description Learning Support Assistant 1:1

Responsible to: The position works under the direction of the Kindergarten Teacher and Additional Learning Needs Coordinator (ALNCo), and is accountable through College to the Board of Trustees.

Main responsibilities of the post:

The primary focus of this post is to help the pupil access and participate fully in the Steiner Early Years curriculum and support the pupil's inclusion in the Kindergarten Morning.

Duties include:

- Establish a supportive relationship with the pupil
- Support the pupil in the Kindergarten session

- Work closely with the Kindergarten Teacher and ALNCo to provide individual 1-1 learning support in line with the pupil's IDP, including:
 - Clarify and explain instructions
 - Motivate and encourage the pupil by providing levels of individual attention, reassurance and help with learning tasks as appropriate to the pupils' needs
 - Provide concentrated, individual, support for learning content which requires individual motivation and focus to stay engaged and on-task
 - Assist in specific areas that need support, e.g. speech and language, social play interactions, daily activities
 - Helping to make appropriate resources to support the pupil
 - interact with other pupils to support group dynamics and ensure the pupil feels included and not singled out

- Work closely with the Kindergarten Teacher and ALNCo to provide support for social and emotional development, in line with the pupil's IDP, including:
 - Support the pupil's social and emotional literacy, confidence and self-esteem
 - Support the pupil to communicate with peers in order to join in with free play
 - Support the pupil to adapt and switch focus during transition times within the morning programme
 - Support the pupil with learning independence
 - Promote the acceptance and inclusion of the pupil, supporting interaction with peers and adults where required, and promote and model positive and appropriate social interaction
 - Reinforce clear expectations and boundaries for appropriate behaviour during the different activities of the morning

- Monitor the pupil's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes
- Provide regular feedback and share observations on the pupil's progress to the Kindergarten Teacher/ALNCo, including feedback on the effectiveness of the strategies adopted
- Liaise with the Kindergarten Teacher, ALNCo and other professionals about Individual Development Plans (IDPs), contributing to the planning, delivery and review as appropriate
- Attend meetings as required including planning time with the Kindergarten Teacher/ALNCo
- Take part in training activities offered by the school to further knowledge and skills of working with a child with ALN
- Take part in the appraisal of your own work performance
- Support the School's ethos, principles and objectives

- To be aware of and comply with the School's policies and procedures and to support their implementation particularly relating to safeguarding, equal opportunities, health and safety, security, confidentiality and data protection
- To uphold the School's commitment to safeguarding children and young people
- Any other duties reasonably requested by the School
- The job description is current but liable to variation to reflect or anticipate changes in the requirements of the post.

Person specification

Essential

- A real interest in supporting children with Additional Learning Needs
- A sound track record of supporting individual children with Additional Learning Needs
- An enthusiasm and willingness to learn about the principles of Steiner Waldorf Education and to put them into practice
- The ability to connect with, motivate and support children
- The ability to support social and emotional literacy and peer interaction
- A clear and consistent approach combined with personal warmth, patience, empathy and understanding
- The confidence, skills and resourcefulness to set consistent, clear expectations
- An ability to act as a positive role model to pupils
- Good written and verbal communication skills and the ability to implement and contribute to IDPs
- Competent IT skills with the ability to use common word processing/spreadsheet applications, and the aptitude to use the School's various online data systems
- Excellent interpersonal and communication skills, and an ability to establish good working relationships with pupils, parents and colleagues
- Enthusiasm, initiative and self-motivation, with the ability to work on your own and as part of a team
- Good organisational skills and a strong sense of responsibility
- A positive and flexible approach and the ability to work under pressure
- Excellent punctuality and time-keeping skills
- Suitability to work with children and a satisfactory enhanced Disclosure Barring Service check. The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Candidates from abroad will be asked to provide criminal records clearance from countries of residence, as well as evidence of eligibility to work in the UK. Candidates must have the right to work in the UK prior to application.

Desirable

- Basic knowledge of Health & Safety
- Child Protection Training
- Current First Aid certificate or willingness to undertake First Aid Training
- Knowledge of the Steiner curriculum
- Practical or craft skills
- Learning Support/Teaching Assistant qualification or equivalent