

SEND Learning Support Assistant



SEND at Redcliffe Nursery School:

Redcliffe Nursery School is committed to providing outstanding care, education and support to all our children and their families. We believe that everyone, including those identified as having special educational needs and disabilities (SEND), have a common entitlement to a broad and balanced academic and social curriculum, which is accessible to them and that they will be fully included in all aspects of the Nursery.

We work hard to create a space across our nursery where communication can be open and honest. It is our mission that we strive to see things through the eyes of the child and therefore adopt practices that takes account of the child's perspective and feelings. This makes all aspects of our provision sensitive and flexible to the needs and capacities of individual children and their families. We have high expectations of all children and see our nursery as a community that helps each child to grow, interdependent on each other.

We understand that a significant proportion of children will have special educational needs at some time in their school career. Some of these children may require help throughout their time in school, whilst others may need a little extra support for a short period to help overcome more short-term needs, all of which are significant.

"Its continuing success is achieved through the passion and dedication of all the adults who work in the nursery school. The exceptional way in which all teaching staff 'tune in' to the needs of each child ensures that all learning opportunities are tailored to meet the needs of all individuals." (Last Ofsted report – 2017)

Please have a look at our website to find out more about our SEND offer - <https://www.redcliffenurseryschool.co.uk/send/>

Job Description:

Job Title: SEND Learning Support Assistant

Grade: BG3, £25,949 pro rata, £13.45PH

Managed by: Head teacher/SENCO

Start date: September 2026

Contract type: The position is Term Time Only on a fixed term contract UNTIL 31/08/2026. Possibility of the post being extended dependent on our September intake

Working hours: flexible – Ideally full time 8.00am-4pm Monday to Friday, part time options available, standard part time working hours are 8.45am-3.15pm Monday to Friday, however we will consider a 3 day working week.

Purpose of the Job

To provide support for children who have identified special educational needs or disabilities, to enable them to access a broad and balanced Early Years curriculum and engage in all aspects of nursery life.

Key responsibilities:

Daily tasks and responsibilities may differ depending on the confidence, experience and skills of the successful candidate. The successful candidate will receive a thorough induction and professional development to support them with the role.

1. Work as part of the staff team at the direction of the Room Leader, Key Person and Special Educational Needs and Disabilities Coordinator (SENDCo).
2. Under the guidance of the SENDCo, to work with individual or groups of children who have been identified as having an additional need.
3. Be aware of the learning and physical needs of the children you support.
4. With support initially, prepare and deliver appropriate play opportunities and interventions to specific children.
5. To take joint responsibility for the safety and development of a child/ren alongside the key person.
6. With support initially, keep records of a child/children's development in consultation with the Key person.
7. Support children to access learning inside and outside.
8. Provide support for children's emotional and social development by encouraging and modelling positive behaviour.
9. Ensure the physical care needs of children are met.
10. Attend trips with children, in accordance with school policies and safety guidelines, helping with children's care and learning.
11. Be aware of the nurseries key policies and procedures, particularly the safeguarding responsibilities of all staff working with children.
12. Take part in Performance management in order to identify and agree development and training needs.
13. In consultation with parents, key person, SENCO and other professionals involved, discuss children's individual progression and needs, and where appropriate, contribute to children's support plans, provision plans, risk assessments, education health care plans etc.

13. Respect the confidentiality of children's information and respond sensitively to children's needs.

Employee Specification:

	Essential	Desirable
Qualifications		• level 3 Early Years Care and Education or equivalent
Experience, Skills and Knowledge	• Skills of empathy, listening, communication and responding with appropriate language to build rapport with children and parents/ carers. • Aptitude to develop knowledge of the role within an education environment. • Communication skills to promote and develop effective working with children, colleagues, parents/carers and outside agencies at an appropriate level. • Ability to form and maintain appropriate relationships with children. • Be able to communicate and appreciate the needs of the children within the community that we serve. • Ability to use initiative as well as showing a willingness to seek advice and support from colleagues. • The ability to contribute effectively to the workload, planning, supervision and responsibilities of a team. • Be able to implement consistent boundaries and routines.	• Experience of working effectively in a learning/child care setting • Understanding of the role of parents/carers in a child's learning • Current first aid certificate • Active engagement in CPD opportunities. • Understanding of the early year's curriculum. Experience of using focused strategies such as makaton, PEC's and/or Attention Autism (Bucket Time).

Personal Qualities	• Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced DBS checks. • Motivation to work with children and create a high quality, stimulating learning environment • Flexible, adaptable and positive attitude to working. • Have a willingness to demonstrate commitment to the values and ethos of Redcliffe Nursery School.	• A love for the outdoors.
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