

Post Title:	Learning Support Assistant	Post Number:	CS0118P
Daily Supervision:	SEND Team Leader	Grade:	CSS Scale 2
Department:	Student Services	Last Updated:	January 2026

Our Purpose: Be Ready...

Realise Aspirations, Shape Futures, Serve our communities

Our Code:

We CARE deeply about achieving outcomes in the right way and expect staff and students to behave with....

Community

Accountability

Respect

Excellence

Job Purpose

To provide support for learners with special educational needs and difficulties across all College sites and Outreach Centres.

Principal Duties and Responsibilities:

1. To provide support, as directed by Learning Support Team Leader, to students with special educational needs and disabilities (SEND) in 1:1, classroom, workshop or any other teaching and learning situation.
2. To act as an advocate for SEND learners with in teaching and learning, and social situations.
3. To keep accurate, current and confidential records of all interactions with SEND learners and other agencies in keeping with the Code of Practice for Confidentiality, College and funding requirements. Where necessary, this may include writing of formal reports and attendance at Case Conferences.
4. To work with teaching and other staff to promote the well-being of SEND learners and maintain high standards of discipline, conduct and behaviour of learners at all times and to model good practice.
5. To provide support to learners during assessment and examination, ensuring that appropriate concessions are sought and strictly applied in keeping with College and Examination Board policies.
6. To liaise with teaching staff to support lesson planning and curriculum delivery to reinforce learning and support the tutor in ensuring the lesson plans and ILP are adhered to.
7. To assist with physical needs, this may in some instances include personal care, feeding and toileting.
8. Where necessary to meet and support learners in accessing classes. To also ensure students are returned and supervised to their transport until departure.
9. To promote and market the College and the Learning Support service available to prospective students, agencies, professionals, parents and carers, schools and any other appropriate group or individual.
10. To attend team meetings as required both within Student Services and across College.
11. To maintain professional standards and expertise by undertaking relevant professional development and training.
12. To be alert to any indication or allegation of abuse and take appropriate action under the College Safeguarding Policy.
13. To familiarise themselves with relevant College policies and procedures.
14. To accept responsibility for the implementation of the College's Equal Opportunities policy throughout all personal contacts in the College and within this area of responsibility.
15. To maintain professional standards and expertise by undertaking relevant professional development, including ensuring that knowledge regarding changes to relevant legislation is kept up to date.
16. To maintain quality standards appropriate to the post.
17. To conform with the Health and Safety requirements relevant to the post.
18. To be responsible for the safeguarding and promoting the welfare of children wherever applicable within the role.

N.B. This is not a complete statement of all duties and responsibilities of this post. The postholder may be required to carry out other lawful and reasonable duties as directed by a supervising manager.

Person Specification

Knowledge	PSM
1. An understanding of the needs of people with special educational needs and disabilities	A/I
2. An understanding of the learning needs of people with special educational needs and disabilities in a post 16 setting	A/I

Skills/Abilities – Interpersonal	PSM
3. The ability to work in a non-discriminatory manner	A/I
4. The ability to communicate with the client group	A/I
5. Knowledge and ability to interpret and produce teaching materials in a variety of other media (audio tape, large print, video transcripts)	A/I
6. Excellent verbal and written skills	A/I
7. The ability to produce and adapt written materials in simplified English	A/I
8. The ability to communicate with staff and other agencies verbally and in writing	A/I
9. The ability to communicate the implications of disability to others	A/I
10. The ability to act as an advocate with listening and negotiating skills	A/I
11. The ability to work within a team	A/I

Experience	PSM
12. Previous experience of working with and meeting the needs of people aged 16+ with special educational needs and disabilities	A/I
13. Recent experience of the post 16 education and training sector and/or FE	A/I
14. An understanding of the range of resources, adaptations and adaptive technology available to support people with special educational needs and disabilities	A/I

Work Related Circumstances	PSM
15. The ability and willingness to undertake relevant staff development	A/I

Skills/Abilities - Other	PSM
16. Maths and English GCSE Grade C (4) or equivalent, or the ability and willingness to obtain these within 1 year of commencing employment	A/I
17. ECDL Level 2 or equivalent IT skills to undertake relevant duties, i.e. Word and PowerPoint or the willingness and ability to undertake relevant training	A/I
18. Experience of safeguarding students and vulnerable adults	A/I

Prepared By:	Michelle Ramsbottom - SEND Team Leader
Date:	September 2025

Proposed Selection Method Key (PSM)		
A = Application	I = Interview	T = Test

VISION 2030

LINCOLN COLLEGE GROUP STRATEGY 2025-30

OUR PURPOSE *BE READY...*

**REALISE ASPIRATIONS;
SHAPE FUTURES;
SERVE OUR COMMUNITIES.**

OUR CODE

Our Group Code sets the tone of how we behave and achieve our Purpose because **You Matter**.

We **CARE** deeply about achieving outcomes in the right way and expect staff and students to behave with...

COMMUNITY

We will prioritise empathy, compassion and wellbeing. Our goal is to develop a positive community where the mental and physical health of staff, learners, governors and key stakeholders is emphasised.

ACCOUNTABILITY

We will all act with integrity and transparency, take full ownership of our actions and deliver on our commitments, impacts and outcomes.

RESPECT

We will all create an inclusive environment where everyone is valued, trusted and treated with consideration, kindness and fairness.

EXCELLENCE

We will all drive innovation and pursue extraordinary quality through an "ambitious spirit", consistently striving for the highest standards in all we do.

OUR PRIORITIES

Over the next five years we will achieve "Our Purpose" by delivering on our strategic priorities set out in full detail in 7 strategic plans.

In summary we will:

