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<b>Position Title:</b>	<b>Learning Enhancement Assistants – two roles</b>
<b>Prepared:</b>	<b>October 2023</b>
<b>Reports To:</b>	<b>Director of Pedagogy and Head of Junior School</b>
<b>Prepared by:</b>	<b>Director of Human Resources</b>

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### Position Purpose

The position of Learning Enhancement Assistant is to assist students, generally in the classroom, with learning difficulties and disabilities.

Qualification required - Certificate III in Education Support or equivalent

### Position Status

Learning Enhancement Assistants are employed initially on a fixed term contract basis as the position relates to the needs of a variety of students and is available whilst those children are attending the school.

The position is available during school term time for the hours outlined in individual contracts.

### Currently there are two roles available

1. Junior School – prep to year 4
  - 10am to 2.20pm, 3 days /per week, Full Time Equivalent (FTE) 0.34.
2. Middle School – Years 5 to 8
  - FTE 0.75 preferred 5 days per week with possibly 4 days negotiable.

Both roles commence Monday 23 January 2024, the new staff induction day, and end Wednesday 11 December 2024.

### Reporting Relationships

The Learning Enhancement Assistant reports to the Director of Pedagogy in the first instance and then to the Head of Section in which they are working.

### Duties & Essential Job Functions

- Under supervision and direction from the class teacher, they will work collaboratively to assist students in class work and withdraw small groups as directed.
- To assist with the maintenance of records of work and student progress and other relevant documentation.

- To undertake Professional Learning in order to update knowledge, skills and qualifications in relation to students diagnosed with specific learning disabilities. To keep abreast of current trends in education and technology.
- Actively encourage, empower and support team members in all aspects of their role, fostering an inclusive team atmosphere where the exchange of ideas is welcome, and which promotes professional learning.
- To determine OH&S needs in practical classes where students are receiving assistance from the Aide, for example Food Science, Art and Science laboratory classes.
- To maintain excellent interpersonal and communication skills so that delivery of service is maintained to a high standard.
- An ability to relate to and enjoy working with secondary aged school student is essential.

Any other tasks as deemed appropriate for the role

## Qualifications and Experience

It is a condition of employment that all staff provide a current Employee Working with Children Check or VIT before their position will be confirmed. A Criminal Record check may also be requested in certain circumstances.

For Teachers at the College, a tertiary qualification in Education is required as a minimum.

For General Staff at the College, appropriate qualifications or experience for the specific role is a requirement.

## Child Safe Responsibilities and Requirements

St Leonard's College has zero tolerance for child abuse.

St Leonard's College is committed to the safety and wellbeing of our students.

All employees are required to have a positive history of working with children, and be able to demonstrate their suitability, experience and attributes in relation to child safety.

Prior to commencing employment information will be collected in order to establish suitability for child-connected work as defined in Ministerial Order 1359.

Everyone working at St Leonard's College is responsible for the care and protection of the children and young people within our care and reporting of information about suspected child abuse. This includes not only a strong belief but also a legal requirement to comply with the child safety and protection obligations under Ministerial Order No. 1359, and a strong commitment to be actively engaged in the College's child safe culture.

All members of staff share in the responsibility for the prevention and detection of child abuse, and must:

- Be responsible for understanding and applying the College's Child Safe Policy including being compliant with the Child Safe Code of Conduct and being proactive in reporting any concerns or identified risk, and will be required to read and formally acknowledge their acceptance of the school's Code of Conduct for staff
- Take all reasonable steps to protect children from abuse
- Report any reasonable belief that a child's safety is at risk to the Principal or delegate
- Teachers, nurses and psychologists fulfil their obligations as mandatory reporters
- Report any suspicion that a child's safety may be at risk to their supervisor (or, if their supervisor is involved in the suspicion, to the Principal or delegate)

- Promote the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children
- Promote the safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds
- Promote the safety, participation and empowerment of children with a disability
- Provide an environment that is supportive of all children's emotional and physical safety

## General Responsibilities

All staff are to be supportive of the St Leonard's College Mission Statement and to enhance the school's reputation as one which is a warm and caring environment, characterised by efficiency, professionalism and a willingness to meet the individual needs of those within its community.

This position is covered by the conditions stipulated in the *St Leonard's College Agreement 2023*, and any subsequent Agreement.

- The College:
  - is an equal opportunity employer
  - complies with the requirements of the Privacy Act
  - has a strong commitment to Health, Safety and Wellbeing
  - will not tolerate harassment of any kind.
- College Standards - all staff are expected to actively support the following standards:
  - Communication – effective, helpful and positive
  - Confidentiality – Protect the privacy and confidentiality of all personal information (staff/families/students)
  - Teamwork – work together as a team to achieve the best results. Share information and collaborate across all sections of the College; trust, respect and support
  - Accountability – we do our work with honesty, integrity and enthusiasm
  - Performance – we perform to the best of our ability
  - Initiative – looking for opportunities to improve the way we work; flexible, adaptable and efficient.