



# Position Description

<b>Position Title</b>	<b>Learning Support Officer</b>
<b>Organisation</b>	Catholic Education Sandhurst Limited (CES Ltd)
<b>School</b>	St Therese's Primary School
<b>Location</b>	Kennington
<b>Enterprise Agreement and / or Award</b>	Catholic Education Multi-Enterprise Agreement 2022
<b>Classification</b>	Dependent upon experience
<b>Remuneration</b>	Dependent upon experience
<b>FTE</b>	0.66 (Monday-Friday; 9:00am-2:30pm)
<b>Status</b>	Fixed Term
<b>Reports to</b>	Principal, Deputy Principal, Senior Leader & Classroom Teachers

## Our Organisation

Catholic Education Sandhurst Limited (CES Ltd) is committed to the mission of Catholic Education across the Diocese of Sandhurst. With a rich history dating back to 1853 the Diocese reaches from Central to Northeast Victoria. The organisation supports more than 3000 employees in 52 schools and 3 early childhood facilities. It also provides support to 4 secondary colleges owned and operated by Religious Institutes.

CES Ltd participates and cooperates in the work of the Victorian Catholic Education Authority (VCEA), which has key responsibilities for the allocation and distribution of government funding, facilitating cooperation across the four Victorian Dioceses, and in working and cooperating with government statutory authorities.

The Executive Director of Catholic Education Sandhurst is appointed by the Board of CES Ltd to support the administrative, organisational, and service matters to Catholic schools within the Diocese.

The Executive Director and all delegations via that position operate within the parameters of Canon Law and the Catholic Church structures and processes. CES Ltd is the employing authority for its schools and acknowledges and respects the role of Parish Priests within the Parish communities in which schools are located and supported.

## Our Vision

The vision for CES Ltd is to provide, in partnership with our families and parishes, stimulating, enriching, liberating, sacramental and nurturing learning environments drawn from the Catholic tradition in each of the diocesan school communities.

At the heart of this vision is our commitment to the ongoing duty of care that we have for the safety, wellbeing and inclusion of all children and young people, a pursuit of excellence in all levels of learning and creating communities of welcome, hospitality and inclusion.

We believe:

- that the values of the Gospel are central to who we are, what we do, and how we act
- that we have a vital role in the mission of the Catholic Church to imagine and seek new horizons while respecting our Tradition
- that a strong sense of community is dependent on the quality of our collegial relationships
- that each person's potential is fostered through the dedicated ministry of Catholic Education
- in leadership encompassing vision, innovation, and empowerment.

## Our Values

CES Ltd Values underpin and reflect the behaviours we expect of our staff:

### Principles of Catholic Social Teaching

The identity of the Sandhurst Catholic School reflects the principles of Catholic social teaching, grounded in the person of Jesus, and interpreted and enacted for the "common good" in response to the "signs of the times".

These principles require that the dignity and potential of each person be fully respected within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

### Respect

Respect for the dignity and potential of each person within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

### Partnerships

The Sandhurst Catholic Schools do not function in isolation. In attending to the religious dimension of education, the most fundamental partnerships are those with parents/guardians and with local Catholic faith communities. The school is part of the wider Church community.

### Faith

The tasks of evangelisation, catechesis and religious education are shared by home, school and parish, with each having its own distinct contribution to make in a sense of genuine partnership.

## School Summary

St Therese's School was blessed and officially opened on 1st March 1956 by Bishop Bernard Stewart. The original school, begun by the Sisters of Mercy, was spread over two campuses with the Junior School in the old St Aidan's Orphanage and Grades 3 to 6 at the current site in Lowndes St. The initial enrolment was 52 students. The student population is currently 470 students.

The school is situated in the Bendigo suburb of Kennington, approximately 2.5 kilometres from the city centre and is open to all families who wish to seek the values of a Catholic Education. The school has 7 grade levels from Foundation to Grade 6 with 3 classes per grade level. The school educational philosophy is solely focussed on improving student outcomes - intellectually, spiritually, physically, emotionally and socially, This means that children are taught at their ability level and challenged to improve to the next stage of growth. Each child is treated as an individual, with individual learning styles and needs.

St Therese's has a dedicated, committed and caring staff who believe the profession is a call to service. Beyond the classroom, the staff provide extra opportunities for the students through the school choir, school performances, camps, RACV Energy Breakthrough Challenge, Tournament of the Minds, and sporting teams, just to name a few.

As a community based on the teachings of Jesus Christ, Christian values permeate every aspect of school life. The relationships and interests are centred around caring and affirming the dignity and worth of each member of the school community.

## Position Summary

The role of Learning Support Officer (LSO) is to provide support under the direction of a teacher or leader, to one child or more than one child who requires additional support, or to groups of students with similar needs across various teaching spaces in our school. Their work is focussed on students in receipt of NCCD (Nationally Consistent Collection of data) funding and ensures learning and teaching are inclusive of all.

A LSO may provide support for a student's academic learning, behaviour program, physical care or social progress. Their support time is timetabled to allow for fair and equitable access for all students and the direction for their support is provided in Personalised Learning Plans (PLP's).

## Key Responsibilities

<b>Leadership</b>	<ul style="list-style-type: none"><li>• Assist in the transition of documents and end of year student handover</li><li>• Actively and publicly promote and support St Therese's, its mission, vision and values</li><li>• Participate in relevant professional development activities to ensure current skills, knowledge and understanding</li></ul>
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	<ul style="list-style-type: none"> <li>• Handle confidential information in an appropriate manner</li> <li>• Work collaboratively and professionally with staff and the wider St Therese's community</li> <li>• Adhere to Child Safe and Catholic Education Sandhurst Codes of Conduct</li> <li>• Maintain current registrations and certificates (e.g. WWCC, Mandatory Reporting, CPR and Anaphylaxis, disability standards, etc.)</li> </ul>
<b>Student / Staff Support</b>	<ul style="list-style-type: none"> <li>• Assist students on an individual or group basis in specific learning areas</li> <li>• Assist with the communication between students and teachers, particularly the interpretation of instructions</li> <li>• Provide basic physical and emotional care for students</li> <li>• Assist with toileting, meals, lifting and administration of medication to students requiring special care</li> <li>• Observe students and draw the attention of the teacher to them where necessary</li> <li>• Provide a child safe environment in accordance with the child safe standards</li> <li>• Provide routine support for teachers</li> <li>• Assist students to meet the goals of their Personalised Learning Plan and maintaining a record of intervention as per school procedures.</li> <li>• Adhere to Office Administration procedures. E.g. Completing Leave Forms, etc.</li> </ul>
<b>Operations</b>	<ul style="list-style-type: none"> <li>• Administer First Aid to students</li> <li>• Set up and put away equipment and materials in support of teaching programs</li> <li>• Assist with the supervision of students in playgrounds, at camps, on excursions, in sporting activities, therapy activities and life skills</li> <li>• Assist in the preparation of student resources and equipment</li> <li>• Prepare basic curriculum support resources</li> <li>• Participate in the monitoring and evaluation of programs and evaluation of individual student involvement and achievement</li> <li>• Ensure work areas and materials, equipment and applications are maintained in a clean and ready to use condition</li> <li>• To undertake other duties and responsibilities within the dimensions of work level as requested by the Principal and School Leadership</li> <li>• Contribute to creating a safe workplace and adhere to Occupational Health and Safety policies, procedures and rules within the workplace</li> </ul>
<b>Events</b>	<ul style="list-style-type: none"> <li>• Participate in Student Support Group meetings when required</li> </ul>

Carry out all other duties that are within the limits of the skill, ability, competence, and training of the employee, and aligned with the requirements of the role as may be directed from time to time.

## Mandatory Responsibilities and Requirements

### Compliance with CES Ltd Policies and Procedures

- All CES Ltd policies and procedures are available in either CompliSpace and/or the Staff Portal. It is expected that all employees of CES Ltd must ensure that they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breaches in compliance may result in disciplinary action.

### Compliance with Occupational Health and Safety

- All CES Ltd employees have a responsibility to take reasonable care of their own health and safety along with the safety of others. It is expected that all employees comply with policies, safe work procedures, instructions, and rules of CES Ltd's OH&S Management System.
- All employees must report any hazards or any other health, safety, or wellbeing issues to their team leader/principal. There is also an expectation that employees will actively eliminate hazards, follow instructions, and participate in training and consultation processes.
- All employees who have responsibility to supervise /lead others have additional responsibilities including ensuring that employees have clearly defined safety roles and responsibilities, addressing OH&S issues immediately, be aware of tasks being undertaken by employees and ensure that they have the skills required to perform tasks safely, ensuring training is provided to address any knowledge or skills gaps for performing work safely, ensuring clear policies and procedures are implemented as well as holding regular OH&S meetings with employees and managing non-compliance.
- Depending on the role some employees will be required to provide evidence of successful completion of First Aid Certificate inclusive of Anaphylaxis training prior to commencing employment with CES Ltd.

### Compliance with Child Safety Legislation

- CES Ltd is committed to creating and maintaining a child safe school environment in which all students feel safe and are safe. They do this by promoting the safety, wellbeing, and inclusion of all children. All CES Ltd employees have a responsibility to comply with current Child Safety legislation. This includes keeping up to date with relevant mandatory reporting requirements and maintaining a valid working with children check or VIT registration. CES Ltd are committed to ensuring the safety of children in our care, as such rigorous reference and background checks are conducted at the pre-employment stage. All staff are also expected to comply with the Child Safety Code of Conduct as amended or varied from time to time.

## Key Selection Criteria

<b>Essential</b>	<b>Qualifications and Registrations</b>	<ul style="list-style-type: none"> <li>• Minimum qualification of Certificate III in Education Support or equivalent</li> <li>• Hold a Working with Children Check card and must be willing to undergo a National Police Record Check</li> </ul>
	<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• A capacity to undertake routine support tasks across a range of functions in one or more work areas within a school environment</li> <li>• A capacity to provide support and/or attendant care to students where necessary</li> </ul>
	<b>Commitment to Catholic Education</b>	<ul style="list-style-type: none"> <li>• A demonstrated understanding of the ethos of a Catholic school and its mission</li> </ul>
	<b>Commitment to Child Safety</b>	<ul style="list-style-type: none"> <li>• Possess an understanding of and commitment to the VRQA Child Safe Standards</li> </ul>
	<b>Skills and Attributes</b>	<ul style="list-style-type: none"> <li>• Contribute to a team environment and work with teachers, parents and consultants</li> <li>• A capacity to form inclusive and supportive relationships with all members of the school</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Relevant experience working with young students with disabilities and specific learning needs</li> <li>• A commitment to professional learning and growth</li> </ul>