



Position Title:	Integration Aide
Prepared:	November 2021
Reports To:	Head of Learning Support
Prepared by:	Head of Human Resources

Position Purpose

The position of Integration Aide is to assist students with learning difficulties and disabilities.

Position Status

The Integration Aide will be employed 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.

Reporting Relationships

The Integration Aide reports to the Head of Learning Support 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 primary 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.

Specific to this role

- Certificate III in Education Support or equivalent
- Experience supporting the differentiation of the curriculum within the primary environment

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 870.

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. 870, 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 2020*, and any subsequent Agreement.

It is a condition of employment that all employees are compliant with COVID-19 Mandatory Vaccination (Specified Facilities) Directions (No 11) and any subsequent vaccination directions.

- 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.