

## Pupil support generic job descriptions

### Learning mentors

Learning mentors support, motivate and challenge pupils who are underachieving. They help pupil overcome barriers to learning caused by social, emotional and behavioural problems.

Learning mentor (primary): scale 6	<a href="#">Job description</a>	<a href="#">Person specification</a>
Learning mentor (high): scale 6	<a href="#">Job description</a>	<a href="#">Person specification</a>
Lead learning mentor: scale 11	<a href="#">Job description</a>	<a href="#">Person specification</a>

### Parent support adviser (PSA)

PSA's work in partnership with families, carers and pupils in a school context to enable pupils to have full access to educational opportunities and overcome barriers to learning and participation.

Parent support adviser (PSA): scale 6	<a href="#">Job description</a>	<a href="#">Person specification</a>
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### Play workers

Play workers plan, organise and supervise activities for children and young people inside and outside school.

Play worker (primary): scale 4	<a href="#">Job description</a>	<a href="#">Person specification</a>
Senior play worker (primary): scale 6	<a href="#">Job description</a>	<a href="#">Person specification</a>

### Pupil and family workers

Pupil and family worker (primary): scale 6	<a href="#">Job description</a>	<a href="#">Person specification</a>
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### SMSAs/Midday supervisors

Midday supervisors look after the welfare of pupils in the dinner hall and playground during lunchtime.

Senior SMSA: scale 3	<a href="#">Job description</a>	<a href="#">Person specification</a>
Senior SMSA: scale 4	<a href="#">Job description</a>	<a href="#">Person specification</a>
SMSA: scale 2	<a href="#">Job description</a>	<a href="#">Person specification</a>

#### Related content

[Support staff performance management and review](#)

[Career development for support staff](#)

#### Related services

[School workforce development support 2024/25](#)

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- [Neutral](#)
- [No](#)

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