

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	Job description	Person specification
Learning mentor (high): scale 6	Job description	Person specification
Lead learning mentor: scale 11	Job description	Person specification

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	Job description	Person specification
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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	Job description	Person specification
Senior play worker (primary): scale 6	Job description	Person specification

Pupil and family workers

Pupil and family worker (primary): scale 6	Job description	Person specification
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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	Job description	Person specification
Senior SMSA: scale 4	Job description	Person specification
SMSA: scale 2	Job description	Person specification

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Related services

[School workforce development support 2025/26](#)

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