**THE MEADOWS SCHOOL……… Learning Support Assistant Grade 2**

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| **Category** | **Essential** | **Desirable** | **Where identified** |
| **Application** | • well structured supporting letter indicating beliefs, understanding of issues, and style of relationships with students |  | • application form• references |
| **Qualifications** | • sound basis of education in English,  Maths and ICT | ▪ NVQ Level 3/working towards Level 3 | • application form• hard copy• interview |
| **Experience** | • previous experience of working with young people• evidence of ability to accept and relate to most challenging students | • minimum of 2 years working with young people• experience of working specifically with challenging students• experience in more than one environment, including a school environment* Working with other agencies
* Working with parents/carers to support children and young people
 | • application form• references• interview |
| **Professional Development** | • attendance at courses which support individual professional l development | • attendance at courses relating to behaviour management• attendance at courses relating to  emotional literacy | • application form• references• interview |
| **Skills** | • ability to communicate efficiently orally, in writing and using ICT• ability to demonstrate high standards of student support and relationship making skills• ability to readily establish professional  relationships• evidence of being able to work  collaboratively | • Midas training• First Aid Certificate* Knowledge of the National Curriculum
* An understanding of SEN
* Strategies in promoting positive behaviour
 | • application form• references• interview |
| **Personal Attributes** | * Highly motivated demonstrating energy, passion, commitment and stamina
* Have a positive attitude to change
* Communicate with students demonstrating fairness, humour and empathy
* Demonstrate passion, energy, dedication, enthusiasm and stamina
 | * Willingness to work flexible hours
* Good record of attendance and time keeping
 | • application form• references• interview |
| **Safeguarding & Promoting the Welfare of Young People** | • to understand the need for safeguarding and promoting the welfare of young people  | • to have an understanding of the needs  of young people with SEBD• understanding of child protection issues | • references• interview |