**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 |