

## PERSON SPECIFICATION

### LEARNING SUPPORT ASSISTANT



	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>NVQ Level 3 or relevant qualifications, training or experience</li> </ul>	<ul style="list-style-type: none"> <li>Further study/qualifications in SEN</li> <li>Team Teach qualification</li> </ul>	Application Form/ Certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of providing pastoral care for pupils</li> <li>2 years' experience of working in a SEN school or with SEN children</li> <li>Experience in dealing with young people with challenging behaviour</li> <li>Supporting and delivering learning for children/young people</li> </ul>	<ul style="list-style-type: none"> <li>Experience of using a range of techniques for children in SEMH</li> <li>Experience of working with young people with disrupted backgrounds</li> </ul>	Application Form References Interview
<b>Knowledge/ Skills</b>	<ul style="list-style-type: none"> <li>Knowledge of positive pupil behaviour management strategies</li> <li>Demonstrate resilience, motivation and commitment to the wellbeing of pupils</li> <li>Ability to relate to and empathise with pupils and to develop trusting and respectful relationships</li> <li>Good communication skills – written and verbal</li> <li>Good organisational skills</li> <li>ICT competent</li> <li>Ability to understand and interpret behaviour</li> <li>High level of organisational and planning skills</li> <li>Able to work effectively as part of a team</li> <li>Working with teachers to personalise learning, planning and provision</li> <li>Respect for confidentiality of information concerning pupils and ability to use discretion in circumstances of disclosure</li> <li>Able to demonstrate a high degree of professionalism in all areas of school life</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of child protection procedures</li> </ul>	Application Form References Interview
<b>Personal Qualities &amp; Attributes</b>	<ul style="list-style-type: none"> <li>Use own initiative and work independently</li> <li>Work calmly under pressure</li> <li>Motivate and have high aspirations</li> <li>Awareness of and commitment to the principles of equality and diversity issues</li> </ul>		Application Form References Interview

	<ul style="list-style-type: none"> <li>• Engagement with families</li> <li>• A positive, co-operative approach</li> <li>• Empathy</li> <li>• Emotionally resilient and calm persona</li> <li>• A professional responsibility to promote and safeguard the welfare of children and young people</li> <li>• Commitment to the health &amp; safety of self and others</li> <li>• A good sense of humour</li> <li>• A proven track record in being able to de-escalate</li> <li>• Commitment to a positive outlook and can-do attitude</li> <li>• Calm and strong demeanour</li> </ul>		
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Be sufficiently flexible to meet needs of changing environment</li> <li>• Be aware of “bigger pictures”</li> <li>• Be aware of the changes in the national and local picture</li> </ul>	<ul style="list-style-type: none"> <li>• Leading and managing change</li> </ul>	Interview
<b>Other</b>	<ul style="list-style-type: none"> <li>• The successful applicant will require an enhanced DBS check</li> </ul>		DBS clearance