



PERSON SPECIFICATION

Job title: Learning Support Assistant (Key Stage 1/2 and Key Stage 3/4)

Qualifications	
Evidence	Essential/ Desirable
NVQ Level 3 or relevant qualifications, training or experience	Essential
Further study/qualifications in SEN	Desirable
Positive Handling Training or equivalent	Desirable

Experience	
Evidence	Essential/ Desirable
Experience of providing pastoral care for pupils	Essential
2 years' experience of working in a SEN school or with SEN children	Essential
Experience in dealing with young people with challenging behaviour	Essential
Supporting and delivering learning for young children	Essential
Experience of working with young people with disrupted backgrounds	Essential
Experience of using a range of techniques for children in SEMH	Essential
Delivering programmes for individuals, small groups and whole class	Desirable
Working within a Thrive based School	Desirable

Knowledge / Skills	
Evidence	Essential/ Desirable
Knowledge of positive pupil behaviour management strategies	Essential
Ability to relate to and empathise with pupils and to develop trusting and respectful relationships	Essential
Good communication skills – written and verbal	Essential
ICT competent	Essential
Ability to understand and interpret behaviour	Essential
Working with teachers to personalise learning, planning and provision	Essential
Respect for confidentiality of information concerning pupils and ability to use discretion in circumstances of disclosure	Essential
Able to demonstrate a high degree of professionalism in all areas of school life	Essential
Motivate young people to achieve a high level of aspirations	Essential
High level of understanding of safeguarding	Essential
Knowledge of child protection procedures	Desirable
Knowledge and understanding of Thrive principles	Desirable
Engagement with families	Desirable



Personal Qualities & Attributes	
Evidence	Essential/ Desirable
Use own initiative and work independently as well as part of a team	Essential
Work calmly under pressure	Essential
A positive, co-operative approach and able to de-escalate situations	Essential
Emotionally resilient and empathetic	Essential
Commitment to the health & safety of self and others	Essential
A good sense of humour	Essential
Positive outlook and can-do attitude	Essential
High level of organisational and planning skills	Essential

Other	
Evidence	Essential/ Desirable
The successful applicant will require an enhanced DBS check	Essential

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of Talbot House Trust and the specific requirements of the role.