

## PERSON SPECIFICATION

### LEARNING SUPPORT ASSISTANT SEMH (Secondary & Primary)

	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>Positive Handling Training or equivalent</li> <li>Thrive</li> </ul>	Application Form/ Certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>2 years' experience of working in a SEN school or with SEN children with SEMH or other complex needs</li> <li>Experience in dealing with young people with challenging behaviour</li> <li>Supporting and delivering learning for young children</li> <li>Experience of using a range of techniques for children in SEMH and/or other complex needs</li> </ul>	<ul style="list-style-type: none"> <li>Delivering programmes for individuals, small groups and whole class</li> <li>Working within a Thrive based School</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>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>ICT competent</li> <li>Ability to understand and interpret behaviour</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> <li>Motivate young people to achieve a high level of aspirations</li> <li>High level of understanding of safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of child protection procedures</li> <li>Knowledge and understanding of Thrive principles</li> <li>Engagement with families</li> <li>ASD training</li> <li>ACE training</li> <li>Positive handling or equivalent</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 as well as part of a team</li> <li>Work calmly under pressure</li> </ul>		Application Form References Interview

	<ul style="list-style-type: none"> <li>• A positive, co-operative approach</li> <li>• Experience in de-escalating situations</li> <li>• Emotionally resilient and Empathetic</li> <li>• Commitment to the health &amp; safety of self and others</li> <li>• High level of organisational and planning skills</li> <li>• High expectations for pupils to achieve</li> </ul>		
<b>Other</b>	<ul style="list-style-type: none"> <li>• The successful applicant will require an enhanced DBS check</li> </ul>		DBS clearance