



**PERSON SPECIFICATION**  
**Post: Learning Support Assistant (N4 – Special School)**

<b>Factor</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
<b>Skills, Knowledge and aptitudes</b>	<ol style="list-style-type: none"> <li>1. Excellent classroom practitioner.</li> <li>2. An understanding of the educational environment and teaching of pupils with learning difficulties.</li> <li>3. A clear understanding of the Special Needs Assistant's role.</li> <li>4. Ability to support the teaching of pupils with learning difficulties.</li> <li>5. A clear vision of how the role can be used to ensure pupil progression and effective delivery of their learning.</li> <li>6. An understanding of assessment, recording and reporting processes.</li> <li>7. Good verbal and written communication skills.</li> </ol>	<ol style="list-style-type: none"> <li>8. Understanding of the curriculum guidance of the National Curriculum.</li> </ol>	Interview References Application form Application letter
<b>Qualifications and training</b>	<ol style="list-style-type: none"> <li>1. DfE recognised Teaching Assistant qualification, Special Needs Assistant qualification or Nursery Nurse qualification – equivalent to Level 2.</li> </ol>	<ol style="list-style-type: none"> <li>2. Further professional development in special educational needs.</li> </ol>	DfE check Application form Interview References
<b>Experience</b>	<ol style="list-style-type: none"> <li>1. Ability to demonstrate good contribution to assisting teaching in present school.</li> <li>2. Experience of assisting in the teaching of National Curriculum to pupils with learning difficulties.</li> </ol>	<ol style="list-style-type: none"> <li>3. Experience of supporting pupils with autism.</li> </ol>	Application form Interview References



<b>Disposition</b>	<ol style="list-style-type: none"> <li>1. Excited by opportunities presented by the post.</li> <li>2. Ability to form and maintain appropriate relationships and personal boundaries with children and young people with learning difficulties.</li> <li>3. High expectations of pupil achievement.</li> <li>4. Ability to work under pressure and meet deadlines.</li> <li>5. Positive attitude to change.</li> <li>6. Calm, confident and professional manner.</li> </ol>	<ol style="list-style-type: none"> <li>7. Sense of humour</li> <li>8. Ability to find creative answers to problems.</li> </ol>	Interview References
<b>Special Requirements</b>	<ol style="list-style-type: none"> <li>1. Good health and attendance record.</li> <li>2. Enhanced DBS checked to work with vulnerable children.</li> <li>3. Ability to provide care and welfare to pupils including the administration of medication (when trained and competency achieved), toileting and other care needs.</li> <li>4. Willingness to participate in out of school activities.</li> <li>5. Prepared to undertake ongoing professional development.</li> </ol>	<ol style="list-style-type: none"> <li>6. Clean current driving licence.</li> <li>7. Newcastle mini-bus test.</li> </ol>	Interview References CRB clearance Qualification and identity checks