

**ASCENT ACADEMIES TRUST – Ash Trees Academy**  
**PERSON SPECIFICATION**  
**LEARNING SUPPORT ASSISTANT – GRADE D, PT15-PT17**

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Qualifications &amp; Education</b>	E1	GCSE A* - C or equivalent, including Maths and English (evidence required)	Application Certificate	D1	Evidence of continued commitment to personal professional development	Application Interview
	E2	Relevant qualification to NVQ Level 3, Teaching Assistant qualification (evidence required)	Application Certificate			
<b>Experience &amp; Knowledge</b>	E3	Experience of working with pupils who have complex needs, including meeting their welfare needs, where relevant for the post	Application Reference	D2	Training in positive behaviour management techniques	Application Reference Interview
	E4	Recent experience of working with pupils with SEN in a primary age setting	Application Reference	D3	Experience of working with children in the EYFS	Application Reference
	E5	Knowledge of how ICT can be used to support the learning of students with special needs	Application Reference Interview			
	E6	Experience of working effectively with a range of professionals and possess strong people skills	Application Reference Interview			

<b>Skills</b>	E7	Ability to deliver appropriate curriculum to individuals and groups of children with a range of special needs which may include ASD, profound learning difficulties and complex medical needs	Application Interview			
	E8	Ability to teach and promote safety whilst facilitating physical, emotional and educational development of the students you are responsible for	Application Interview			
	E9	Ability to maintain effective strategies for dealing with those pupils who have challenging behaviour, manage behaviour effectively and positively	Application Interview			
	E10	Recognise that you may be faced with physically challenging behaviours at times and have the ability to deal with this positively, confidently and to identify any support you may require.	Application Reference Interview			
	E11	An ability to promote and safeguard all children.	Application Interview			
	E12	An ability to apply knowledge of SEN to support pupils' learning	Application Interview			
	E13	Possess sound organisational skills and be able to work on your own initiative	Application Interview			
<b>Personal Attributes</b>	E14	A willingness to share knowledge and demonstrate good practice to colleagues from within the academy and to those from other establishments, be innovative and flexible	Application Interview			

<b>Special Requirements</b>	E15	Ability to work flexibly to meet the demands of the post	Application Interview	D4	A willingness and ability to work across the Trust as required	Application Interview
	E16	Suitable to work with children/young people	Application Disclosure			