

PERSON SPECIFICATION

LEARNING SUPPORT ASSISTANT (Key stage 3/4)



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

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