



Learning Support Assistant Person Specification

Area	Essential	Desirable	Assessment
Qualifications	<p>A good basic standard of education including GCSE's in Maths and English.</p> <p>Minimum Level two qualification in teaching assistant or health & social care diploma</p> <p>Ability & willingness to gain a level three teaching assistant qualification</p>	Level 3 teaching assistant qualification	<p>Application Form</p> <p>Interview</p>
Professional Development	Ongoing commitment to professional development and reflective practice	Recent relevant training in current educational practices/ special needs pedagogy/ care practice	Application Form
Values	<p>Positive attitude in relation to the rights of young SEN people</p> <p>Person centred approach that holistically supports the learning and progression of students through positive expectations</p> <p>Willingness to reflect and learn</p> <p>Willingness to respond positively to change and difficulties</p> <p>Commitment to equality of opportunity and outcome</p>		Interview

Experience	<p>Experience of enabling learning and engagement with severe, profound and complex needs including autism</p> <p>Experience of contributing to care, behaviour and support plans</p>	<p>Experience in liaising with parents through home diaries Experience of attending to the personal care needs of SEN young people</p> <p>Experience in working with professionals</p> <p>Experience of completing records</p>	Application Form / Interview
Skills and Abilities	<p>Good level of written and oral skills</p> <p>The ability to converse at ease with parents, students and members of the public and provide advice in accurate spoken English</p> <p>To behave in a professional manner at all times.</p> <p>Ability to facilitate students learning on a small group basis and individually</p> <p>Ability to ensure health and safety of students and learners</p> <p>Knowledge and understanding of inclusive practice</p> <p>Ability to contribute to the curriculum in two or more areas for example Creativity, Experiencing Work, Personal Development, Independent Living and Citizenship, Enrichment</p> <p>Knowledge and understanding of a wide range of cognitive and</p>	<p>Knowledge of child development</p> <p>Ability to support the development of inclusive resources that aid learning and participation</p>	Application Form / Interview

	<p>physical health needs</p> <p>Ability to promote positive behaviour strategies and constructive handling of problems</p> <p>Ability to contribute to and manage students health and social needs</p> <p>Ability to contribute to risk assessments</p>		
Safeguarding	<p>Enhanced DBS clearance</p> <p>Good knowledge of the Every Child matters agenda including the safeguarding of young people and vulnerable adults</p>	Safeguarding training	Application Form/Interview