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**T.E.A.M EDUCATION TRUST**

**Person Specification – Learning Support Assistant**

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|  | **Essential** | **Desirable** |  |
| **Qualifications** | * GCSE’s or equivalent in Maths and English, grade C or above / 4-9 / equivalent | * NVQ Level 3 or working towards * First Aid at work * Qualifications in aspects of SEN specific provision e.g. PECS, Makaton, TEACCH, behaviour management | A |
| **Experience** | * Experience of working with in an educational or care setting with adults or young people | * Experience of working with young people or adults with SEMH and ASD * Experience of working in special schools with a range of pupils with SEN | A/I/R |
| **Knowledge** | * Functional ICT Skills | * Has up to date knowledge of relevant legislation and guidance in relation to working with and the protection of young people. | A/I/R |
| **Skills and Abilities** | * Ability to deal with challenging behaviour * Ability to use own initiative * Ability to motivate and encourage pupils * Ability to observe and monitor progress and maintain records |  | A/I/R |
| **Professional Development** | * Provide evidence of commitment to continued professional development. |  | A/R |
| **Values** | * An awareness of the School/Trusts equal opportunities policy * Displays commitment to the protection and safeguarding of young people * Values and respects the views and needs of young people * Is willing to work within organisational procedures and processes and to meet required standards for the role * Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children |  | A/I |
| **Personal Qualities** | * Passionate about education. * Awareness of confidentiality and the ability to deal appropriately with sensitive or difficult situations * To display the highest levels of integrity and complete trustworthiness and discretion * Be a problem solver, and to be able to reflect upon one’s own practice * Good oral and written communication skills * Good interpersonal skills * Able to prioritise and organise work effectively, and to remain calm under pressure * Proactive approach to work being responsive, empathetic and supportive to all within the school * Able to establish effective relationships with those working in and with the school * A commitment to safeguarding and promoting the welfare of children |  | A/I |

**Key:**

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| **A** | **Application** | **I** | **Interview** | **R** | **Reference** |