



Academies Trust

Person Specification

Learning Support Assistant - Co-op Academy Southfield

Attributes	Essential	Desirable	To be identified by: (e.g. Application Form, Selection Process, Reference etc)
Experience	Experience of working with students with a range of special educational needs and disabilities Experience of working as part of a team Experience of behaviour management and physical intervention	Experience of the use of hoists and physical positioning Experience of therapy and health interventions Team Teach trained Trained in moving and handling	Application Form and Selection Process
Qualifications	NVQ2 for Teaching Assistants or equivalent qualification	GCSE English and Mathematics Grade C or equivalent Qualifications relating to post e.g. health, children, practical skills, first aid, minibus driving, food hygiene.	Application Form
Training	Willingness to undertake development and training and then apply the skills and knowledge within the role Evidence of previous personal development	Trained in areas relevant to post e.g. Child Protection, IT, Team Teach, moving and handling, epilepsy, Makaton, PECs, Intensive Interaction	Application Form and Selection Process

Special Knowledge	Understanding of child development and learning Understanding of the issues relating to students who have special educational needs	Trained in Health and Safety, including risk assessment. Autism, ADHD, sensory impairment, alternative communication systems, developmental play, early literacy and numeracy strategies, Boardmaker,	Selection Process
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Equality	A personal commitment to equal opportunities, diversity and promoting good race relations Candidates should indicate an acceptance of and commitment to the principles underlying the Trust's Equality Policy	Trained in Equality of Opportunity	Selection Process
Disposition Adjustment/Attitude	Ability to relate well to students and adults Ability to adapt methods and responses to the needs of different students Ability to work constructively and proactively as part of a team and share the workload Ability to remain calm under pressure Good co-operative, interpersonal and listening skills Flexibility and readiness to respond constructively to change Mental resilience to meet demands of role e.g. extended periods of challenging behaviour or multiple personal care duties Readiness to enthusiastically participate alongside students in all activities, including sport and performance	Understanding of classroom roles and responsibilities Humour	Selection Process and Reference

Practical & Intellectual Skills	<p>Meet the Intermediate Threshold Level of English fluency (Immigration Act, 2016)</p> <p>Good numeracy and literacy skills</p> <p>Ability to use ICT effectively in relation to post</p> <p>Good organisational skills</p> <p>Ability to use relevant equipment/resources</p>		Application Form and Selection Process
Physical and Sensory	<p>Must be able to perform all duties and tasks, with reasonable adjustment, where appropriate in accordance with the Equality Act 2010.</p> <p>Possess the physical abilities to undertake the duties associated with the post and meet the demands of the role.</p> <p>Ability to cope with requirements of the post, which will include working with pupils who have profound physical difficulties and challenging behaviour.</p> <p>It is a core component of the job for the post holder to undertake moving and handling of pupils, within school policies and practices, and to actively participate in the pool area during hydrotherapy or swimming sessions.</p> <p>It is a core component of the role for the post holder to be willing and capable of meeting the hygiene and personal care needs of pupils, within school policies and practices.</p>		Application Form and Selection Process

Circumstances - Personal	<p>Will not require holiday leave during term time</p> <p>Must be legally entitled to work in the UK</p> <p>No contra-indications in personal background or criminal record indicating suitability to work with children/young people/vulnerable clients/finance (DBS check required)</p>		<p>Application Form,</p> <p>Selection Process and</p> <p>DBS check</p>
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