**SAINT BENEDICT CATHOLIC VOLUNTARY ACADEMY - SPECIAL EDUCATIONAL NEEDS AND INCLUSION DEPARTMENT**

**PERSON SPECIFICATION FOR ERB LEARNING SUPPORT ASSISTANT Level 1**

|  |  |  |
| --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications** | * GCSE English and Maths or equivalent at grade 4 (previously grade C) or above.
 | * Appropriate qualification for Learning Support assistants or teaching assistants (NVQ or CACHE)
 |
| **Skills** | * Effective interpersonal skills
* Excellent verbal communication skills
* Effective IT skills
* Ability to build effective working relationships with pupils and adults.
* Good literacy and numeracy skills
* Good organisational skills
* Ability to work as part of a team and to be flexible in approach to daily routines.
* Active listening skills.
* The ability to remain calm in stressful situations.
 | * A confidence in a secondary curriculum related speciality - e.g. IT, Science
* An interest in performing arts
 |
| **Experience** | * Experience of working in a school environment
* Experience of working with school age children for at least one year
* Special Educational Need and Inclusion experience within a mainstream school
 | * Experience of working with children with behavioural, social and/or emotional difficulties, ASD, or Speech language and communication difficulties
* Experience of working with pupils who have vision or physical disabilities
* Ability to speak another language and work with small groups of pupils
* Working with pupils who have English as an additional language
 |
| **Personal qualities** | * Sympathetic with and supportive of the Catholic ethos of the school
* Professional approach, which demonstrates support and shows mutual respect.
* Adaptable
* Professional
* Empathetic
* Able to work under pressure
* Firmness balanced with fairness
* Energetic
* Enthusiastic
* Patient
* Innovative
* Sense of humour
 |  |