THE POLYGON SCHOOL
Handel Terrace
Southampton
Hampshire
SO15 2FH
Tel: 023 80 636776
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Headteacher: Mr Ben Penfold

Learning Support Assistant
The Polygon School

Person Specification

Key
Source of Evidence: Application= A; Test =T; Interview=I
Essential = E; Desirable =D.
Weighting = W: 5=High 1=low

E or D		Source of evidence	W
	Experience, direct work experience or other relevant experience:		
D	Working with young people in an organised or formal mental health setting.	A	5
D	Efficient record keeping skills and ability to adapt to use the schools internal recording systems.	A	4
D	Good communication skills including interaction with young people in a formal environment.	A / I	3
D	Experience of creating wall displays to enhance learning	I	1
E	Committed to working as a team member	A / I	5
	Knowledge:		
D	Formal learning or interest in Child Development	A / I	4
D	Administration of Medicines	I	3
E	Formal Physical Intervention techniques as required to keep a child safe	A / I	3
E	ICT competent – good use of internet / software packages	A / I	5
	Mental and Physical Skills and Abilities:		
E	Ability and willingness to participate in physical and sporting activities with pupils such as football during break time	A	5
E	Physically capable of hard work and able to physically intervene with a child in emotional crisis	A / I	5
E	Emotionally and mentally robust to cope with the stresses and anxiety of pupils	I / T	5
E	Ability to participate in break, lunch time and after school activity clubs as a vehicle for pupil engagement	A / I	5
	Qualifications, Training		
E	GCSE Maths (Grade C or above) and GCSE English Language (Grade C or above)	A	5
E	3 GCSE's in addition to Maths and English at Grade C or above or equivalent	A	5

D	University degree or NVQ Level 4 in related field	A	2
D	First Aid Qualification	A	3
D	Sports coaching qualification of any kind	A	3
D	Physical Intervention training such as SecuriCare, CPI or Team Teach	A	1
	Personality, social and communication skills		
E	Patience, consideration and unconditional positive regard for young people with complex needs	A / I	5
E	Knowledge of safeguarding procedures	I	3
E	Awareness of the need for strict confidentiality and the protection of the child self-esteem	A	5
	Other factors:		
E	Willingness to participate in an active manner in a variety of outdoor and classroom learning situations	A / I	5
E	Willingness to undertake a range of training programmes to support direct work with children and young people	I	4
E	A full clean driving licence and willingness to drive school transport (with training)	A	5