



# Person Specification

## Learning Support Assistant (LSA)

ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
<b>EDUCATIONAL QUALIFICATIONS AND TRAINING</b>	
GCSE or equivalent in Maths and English	Grade 4/C or above Signing Qualification Relevant NVQ at level 3 e.g., Health and Social
<b>EXPERIENCE KNOWLEDGE AND UNDERSTANDING</b>	
Some understanding of the stages of child development	Experience of supporting pupils with SLD, PMLD, ASC or in an Early Years setting
Evidence of being part of a successful team	Knowledge of behaviour management strategies
Ability to use IT to support learning	Experience of using alternative means of communication e.g., signing, PECs, communication aids etc.
	Willingness to support children and young people with personal care
	Experience of supporting children and young people with medical needs
	Experience of working in a school, college, or Early Years environment
<b>SKILLS AND ABILITIES</b>	
Ability to use own initiative as well as follow detailed instructions	Has the ability to support parents and carers to improve the outcomes for their
Work effectively within a range of teams	
Flexible and creative approach towards motivating children to learn and having high expectations of them	Knows how signs, symbols and technology can support communication Has received training in Makaton or another sign-based form of communication
Empathy and a caring approach	Be physically fit to provide support for pupils
Good verbal communication skills	Being confident to support pupils in the swimming
Can communicate effectively with pupils and their families	Willingness to undertake Continuing Professional Development
Able to carry out manual handling programmes under the guidance of the Physiotherapist/Occupational Therapists	
Ability to remain calm under pressure	
<b>SAFEGUARDING</b>	
Awareness of Safeguarding procedures	Secure knowledge and understanding of best practice and procedures for safeguarding children and young People
Knows of and how to implement the recommendations of 'Keeping Children Safe in Education' Statutory Guidance for Schools and	Has received training in Safeguarding and Child Protection