

PERSON SPECIFICATION



William Hulme's Grammar School
The best in everyone™
Part of United Learning

Learning Support Assistant (Primary Phase)

| Essential Requirement | Desirable Requirement | Method of Assessment |
|---|--|---|
| Qualifications | | |
| <ul style="list-style-type: none"> Minimum of A-C GCSE Maths and English – high grades preferred Level 2 Teaching Assistant Qualification | <ul style="list-style-type: none"> A Levels / Degree Training and qualifications relating to SEND | <ul style="list-style-type: none"> Application Form Certificates |
| Experience | | |
| <ul style="list-style-type: none"> Have already worked in a Primary or Secondary or setting supporting SEND pupils (2 years minimum) Experience of working with families/care, knowledge of child development and issues relating to social exclusion | <ul style="list-style-type: none"> Good understanding of key SEN issues, eg Code of Practice, disability rights Experience working with pupils with ASC and associated difficulties. Experience planning and delivering a range of interventions to small groups. | <ul style="list-style-type: none"> Application Form Interview References |
| Knowledge, Training and Skills | | |
| <ul style="list-style-type: none"> ICT literate Excellent interpersonal and communication skills (verbal and written) Sound administrative ability with attention to detail Ability to prioritise work under pressure and meet tight deadlines, but always with a concern for quality Training in areas relating to cognition and learning, Communication and interaction, Social Emotional and Mental Health and sensory or physical needs. | <ul style="list-style-type: none"> Training relating to SEND, safeguarding. Previous use of Arbor/SIMS or similar MIS | <ul style="list-style-type: none"> Application Form Interview References |
| Teamwork, Personal Competencies and Qualities | | |
| <ul style="list-style-type: none"> Ability to work well within a supportive teamwork structure Be able to take direction but be prepared to take initiative when required Confidence to review own performance Be pro-active in offering ideas Patient but firm Contribute to whole school development Sensitivity to appreciate when confidentiality and discretion are required | <ul style="list-style-type: none"> Proven experience in a multi-disciplinary setting. | <ul style="list-style-type: none"> Interview References |

Date of Issue: October 2021