



Employee Specification
Level 3 Learning Support Assistant
Grade: BG8

ESSENTIAL (Must have)	DESIRABLE (Should have)
Qualifications Level 3 teaching assistant qualification or above	Qualifications Specialist SEND qualifications
Knowledge & Experience At least 4 years experience of a EY, primary setting or SEND setting Knowledge and experience of full range of special educational needs and disabilities Good working knowledge of SEND Code of Practice and Equality & Disability Act Evidence of participation in recent SEND CPD and ability to demonstrate impact on own practise such as PECS, attention autism Ability to articulate how SEND practice is an integral part of own teaching and learning and classroom environment Experience of planning and evaluating individual or small group interventions relating to an area of SEND The ability to build positive relationships and sustain successful partnership-working with children, families, teaching/support staff and external professionals	Knowledge & Experience Specialist SEND qualifications Experience of working across more than one key stage and within the foundation stage Evidence of supporting children with communication and interaction needs Experience of delivering staff training to small groups and larger audiences on aspects of SEND Proven experience in offering guidance, training to teachers/support staff on differentiation, the graduated approach and strategies for inclusion Attendance of recent safeguarding CPD relating to children with SEND CPD in ASC provisions that include SEND CPD and ability to demonstrate impact on own practise such as PECS, attention autism

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Proven commitment to Safeguarding and full understanding of Child Protection Procedures Capability to achieve GCSE grade C in English & Maths and NVQ level 2 in a relevant field Skills of empathy, listening, communication and responding with appropriate language to build rapport with children from a variety of ages, abilities and backgrounds. Experience of applying the regulations applicable to Health & Safety, Hygiene, Child Welfare & Protection	GCSE Grade C or above [or equivalent in English & Maths] plus at least three other academic subjects Understanding of how different children develop and learn and the experience to identify and apply appropriate processes to achieve progression
Personal Qualities A willingness to develop and learn through performance management and formal training opportunities. Commitment to maintaining confidentiality at all times IT Literate A champion for SEND 2121	Personal Qualities A positive attitude and a sense of fun Resilient and robust Willingness to give, receive and act on feedback Hardworking, flexible and responsive to change Communication skills to promote and develop effective working with pupils and colleagues.
SPECIAL CONDITIONS The job involves working with children and will be subject to relevant safeguarding checks, including an enhanced DBS check. Where the job involves working with children from within the early years, the employee is required to confirm that they are not disqualified from working within early years services by association.	