



**SEMH Provision Learning Assistant Person Specification**  
**The Harbour at**  
**Spring Meadow Primary School and 'School House' Nursery**

<b>Qualifications &amp; Experience</b>	
Successful recent experience working with children with SEND in a primary setting	Essential
GCSE Maths and English Grade C or equivalent	Essential
Educated to NVQ Level 3 in learning support	Desirable
Basic knowledge of First Aid	Desirable
Excellent reading skills and the ability to write clearly and correctly (including correct spelling, grammar and punctuation)	Essential
Excellent numeracy skills	Essential
Knowledge of basic ICT to support learning	Essential
<b>Communication</b>	
Ability to write basic reports	Essential
Ability to use clear language to communicate information unambiguously	Essential
Ability to listen effectively	Essential
Ability to listen to and follow instructions	Essential
Ability to overcome communication barriers with children and adults	Essential
<b>Working with children</b>	
A detailed understanding of Child Protection and Safeguarding procedures	Essential
An understanding of therapeutic approaches to supporting behaviour (Trauma Perceptive Practice)	Essential
Ability to understand and support children with SEMH difficulties	Essential
Have an understanding of Attachment difficulties and the effects this can have on an individual	Essential



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Be passionate about working children with additional needs and determined to make a difference to the lives of these children	Essential
Good understanding of the general aspects of child development	Desirable
Understand and support the importance of physical and emotional wellbeing	Essential
Ability to assess progress and attainment	Essential
<b>Working with others</b>	
Ability to work flexibly and co-operatively as a member of the school team	Essential
Understand and value the role of parents and carers in supporting children	Essential
Ability to establish rapport and respectful and trusting relationships with children, their families and carers	Essential
Know when, how and with whom to share information	Essential
The willingness and confidence to work with colleagues in other schools (in The Harbour and through outreach)	Essential
<b>Personal Qualities</b>	
To be positive, sensitive, resilient, enthusiastic, trustworthy, respectful of confidentiality and promote a good image of the school in the wider community	Essential
The ability to remain calm under pressure and prepared to take every day, every hour, as a fresh start	Essential
Willing to participate in additional school activity, and involvement in the wider life of the school	Essential
The flexibility to respond to the changing needs of the school	Essential
Have excellent organisational skills	Essential
A commitment to the values and aims of The Harbour and a desire to continually strive for improvement	Essential



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Have a full driving licence and a vehicle available for work purposes which may include the transportation of pupils	Desirable
<b>Other</b>	
Awareness of and commitment to equality and inclusion	Essential
Basic understanding of Health & Safety	Essential
Understand and implement child protection procedures	Essential
Understand procedures and legislation relating to confidentiality	Essential
Be prepared to develop and learn in the role and take responsibility for own professional development	Essential