

Person Specification - Learning Support Assistant (SEND)

	Essential The Applicant will have...	Desirable The Applicant may have....	How Identified
Qualifications	<ul style="list-style-type: none"> • Good standard of education including Maths and English to GCSE (Grade A-C / 4-9) or equivalent. • Willingness to participate in development and training opportunities relevant for the role. 	<ul style="list-style-type: none"> • Other work-related qualifications, e.g. Paediatric First Aid, Basic First Aid, Somerset Total Communication (STC) • Relevant qualifications in SEND, SEMH or child development • Thrive / ELSA • Forest School • Therapeutic practices 	Application form Certificates
Experience	<ul style="list-style-type: none"> • Experience of working with children in educational settings or • Experience of working with children in non-educational settings, e.g. volunteer at Brownies. • Experience working with children with SEND and/or SEMH needs 	<ul style="list-style-type: none"> • Experience of working in a primary school setting • Experience of working in classes across the whole primary age range. • Experience of working with children with Special Educational Needs. • Forest School experience • Experience of Outdoor Learning • Experience supporting children with complex needs including ASD, ADHD, attachment and trauma-related difficulties. • Experience in a SEND base or specialist provision 	Application form References
Knowledge and Understanding	<ul style="list-style-type: none"> • Knowledge and understanding of the needs of young children • Knowledge and understanding of child development and the ways in which children learn • Knowledge and understanding of equal opportunities. • Knowledge and Understanding of Safeguarding. • Understanding of the importance of play, nurture, and outdoor learning in supporting SEND pupils 	<ul style="list-style-type: none"> • Knowledge of the national curriculum • Knowledge of behaviour management strategies. • Knowledge of Eco Schools • Understanding therapeutic strategies and trauma-informed approaches • Understanding EHCP's, care plans and personalised curriculum planning • Familiarity with SEND frameworks, eg: Somerset Graduated Response Tool 	Interview References

Skills and Personal Qualities	<ul style="list-style-type: none"> • Positive interest in working with children. • Ability to get the best out of children. • Kind, patient and emotionally resilient with a calm and nurturing approach • An inclusive, adaptable and flexible approach to working. • Ability to work on own and as part of a team • Ability to build good working relationships with a range of colleagues. • Good spoken and written communication with children and adults • Ability to think on your feet • Ability to understand and follow school policies. • Positive outlook and able to cope with change. • Creative, committed and self-motivated. • Good organisational and time management skills. • Appreciation of necessity for confidentiality and integrity. • Willingness to get involved in all aspects of indoor and outdoor learning. 	<ul style="list-style-type: none"> • Experience of using ICT/ technology, e.g. Interactive Whiteboards, I Pads. • Willingness to get involved in the wider life of the school. • Ability to use reflective practice to improve provision. • Confidence to support parents and carers in partnership • Interest or experience in alternative provision • Enthusiasm for professional development and school improvement 	Interview References
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