



Person Specification - Senior Learning Support Assistant (SEMH)

Qualifications & Training

- GCSEs (or equivalent) in English and Maths at grade C/4 or above
- NVQ Level 3 in Supporting Teaching and Learning (or equivalent experience)
- Evidence of recent relevant professional development (particularly in SEMH)

Experience

- Proven experience working with children/young people with SEMH needs in a secondary school environment
- Experience supporting learning in 1-to-1 and small group settings
- Experience in implementing behaviour management strategies tailored to SEMH needs
- Experience liaising with external agencies (e.g., CAMHS, Social Care) is desirable

Knowledge & Skills

- Understanding of SEMH needs and strategies to support inclusion and engagement
- Knowledge of safeguarding and child protection procedures
- Ability to communicate effectively with pupils, staff, parents/carers, and outside agencies
- Skilled in de-escalation techniques and conflict resolution
- Ability to track and monitor pupil progress (familiarity with SEMH assessment tools is an advantage)
- Competent ICT skills for record-keeping and reporting

Personal Qualities

- Calm, empathetic and resilient under pressure
- Professional, reliable and flexible approach to work
- Commitment to safeguarding and promoting the welfare of pupils
- Ability to work independently and as part of a team
- Willingness to undertake further training related to SEMH and behaviour management

Desirable Criteria

- Additional qualifications/training in areas such as Team Teach, Mental Health First Aid, or trauma-informed practice
- Experience delivering targeted SEMH interventions or programmes
- Experience contributing to the development of SEMH policy and practice in a school setting