Westfield School
Nurturing Individuality & Progress

PERSON SPECIFICATION: SENIOR LEARNING SUPPORT ASSISTANT

Information for candidates:

The person specification provides an outline of the experience, skills and abilities we expect the successful candidate to possess. You should match your own skills, experience and abilities to those listed below. The interview questions will relate to these.

	Essential	Desirable
Qualifications / Training / Experience	• A good general education.	• GCSE English and Maths and good ICT skills. The ability to use other technology as required. • Child Protection training. • TeamTeach training. • Total Communication Approach training. • Makaton training. • PECS training. • Experience of working in a Primary school and/or a special school for pupils with a high level of ASD and learning difficulties. • A sound understanding of the Primary School curriculum.
Practical	• Effective communication skills: written and verbal. Able to communicate effectively with a range of people in a variety of contexts. • Possess the resilience and stamina required to cope with the demands of the post. Able to take part in all school activities and to safely apply restrictive physical interventions when necessary. • Good timekeeper and good health/attendance record.	• Experience of working/communicating successfully with professionals (e.g. social workers, health workers, Occupational/Speech and Language therapists). • Experience of working successfully in a setting where clients can present physical challenges. • Experience of applying an Intimate Care policy.
Personal qualities and attributes	• Shows initiative and a positive and flexible response to change. Able to accommodate the changing needs of the school and children. • Able to manage own work/development when necessary. • High standards of personal presentation and courtesy. Hold positive values and attributes and communicate these through own high standards of behaviour. • High standards of integrity, discretion, confidentiality.	• Evidence of having taken direct responsibility for areas of provision/development in previous settings. • Experience of working in a setting where confidentiality is paramount. • Recent appropriate professional development in areas relevant to the post. • Have attended relevant training and have experience of successfully applying sound safeguarding policies.

Personal qualities and attributes cont.	• A willingness to give freely of time and commit wholly and fully to the post. • A desire and ability to improve own performance through reflection and appropriate professional development. Willing to undertake training. • Have a commitment to Safeguarding in the context of a school. • A well rounded sense of humour. • A team player. Good inter-personal skills. Willing and able to work collaboratively with others. Friendly and approachable. A good listener, confident and positive. • A like and respect for children. Passionate about working with children who present challenges. The ability to maintain a calm and positive approach.	