

## Person Specification

### Social Emotional Mental Health Learning Support Assistant

	Essential	Desirable	How Assessed
<b>Qualifications:</b>			
GCSE grade C or above (or equivalent in both English and Mathematics)	✓		Application Form
Requirement to participate in training/development as/when identified by line manager as essential for the performance of the post	✓		Application Form / Interview
Willingness to participate in other development and training opportunities	✓		Application Form / Interview
Willingness to work with young people during student break/ lunch times	✓		Interview
<b>Experience:</b>			
A proven record of working with young people		✓	Application Form / Interview
Experience of working with young people with Social, Emotional and Mental Health difficulties and/or challenging behaviour		✓	Application Form / Interview
Experience of working with students with a range of Special Educational Needs such as ADHD and ASD.		✓	Application Form / Interview
Understanding of alternative and therapeutic interventions for student progression.		✓	Application Form / Interview
Proven experience of working with children of relevant age in a learning environment		✓	Application Form / Interview

	Essential	Desirable	How Assessed
Medical Experience		✓	Application Form / Interview
<b>Personal and Professional Skills Attributes:</b>			
Good literacy and numeracy skills	✓		Application Form / Interview
Creativity and flexibility		✓	Interview
Highly motivated and enthusiastic	✓		Application Form / Interview /Reference
Ability to engage constructively with, and relate to, a wide range of young people from different backgrounds	✓		Application Form/Interview
Ability to set own agenda after planning with other staff		✓	Interview
The ability to motivate and enthuse students	✓		Application Form / Interview
Ability to work as a member of a team	✓		Application Form / Interview /Reference
An ordered and systematic approach to organisation of workload	✓		Application Form / Interview /Reference
Ability to work effectively with teaching staff	✓		Application form/ Interview
Good interpersonal skills	✓		Application Form / Interview /Reference
A commitment to working to strict deadlines	✓		Application Form / Interview
Ability to self-evaluate learning needs and actively seek learning opportunities	✓		Application Form / Interview
Ability to demonstrate and promote good practice in line with the ethos of the School	✓		Application Form / Interview
Understanding of safeguarding issues and promoting the welfare of children and young people	✓		Interview

	Essential	Desirable	How Assessed
Suitability to work with children	✓		Application Form / Interview /Reference
A solid belief in the inclusion of all students in a full educational experience	✓		Application form/ Interview