

PERSON SPECIFICATION

LEARNING SUPPORT ASSISTANT SEMH (Secondary & Primary)

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	<ul style="list-style-type: none"> NVQ Level 3 or relevant qualifications, training or experience 	<ul style="list-style-type: none"> Further study/qualifications in SEN Positive Handling Training or equivalent Thrive 	Application Form/ Certificates
Experience	<ul style="list-style-type: none"> 2 years' experience of working in a SEN school or with SEN children with SEMH or other complex needs Experience in dealing with young people with challenging behaviour Supporting and delivering learning for young children Experience of using a range of techniques for children in SEMH and/or other complex needs 	<ul style="list-style-type: none"> Delivering programmes for individuals, small groups and whole class Working within a Thrive based School 	Application Form/ References/ Interview
Knowledge/ Skills	<ul style="list-style-type: none"> Knowledge of positive pupil behaviour management strategies Ability to relate to and empathise with pupils and to develop trusting and respectful relationships Good communication skills – written and verbal ICT competent Ability to understand and interpret behaviour Working with teachers to personalise learning, planning and provision Respect for confidentiality of information concerning pupils and ability to use discretion in circumstances of disclosure Able to demonstrate a high degree of professionalism in all areas of school life Motivate young people to achieve a high level of aspirations High level of understanding of safeguarding 	<ul style="list-style-type: none"> Knowledge of child protection procedures Knowledge and understanding of Thrive principles Engagement with families ASD training ACE training Positive handling or equivalent 	Application Form/ References/ Interview
Personal Qualities & Attributes	<ul style="list-style-type: none"> Use own initiative and work independently as well as part of a team Work calmly under pressure 		Application Form References Interview

	<ul style="list-style-type: none"> • A positive, co-operative approach • Experience in de-escalating situations • Emotionally resilient and Empathetic • Commitment to the health & safety of self and others • High level of organisational and planning skills • High expectations for pupils to achieve 		
Other	<ul style="list-style-type: none"> • The successful applicant will require an enhanced DBS check 		DBS clearance