



Nunnykirk
Strive, Care, Achieve

Personal Specification – Learning Support Assistant

	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	NVQ Level 3 or relevant qualifications, training or experience	Further study/qualifications in SEN	Application Form/Certs
RELEVANT EXPERIENCE	<p>2 years' experience of working in a SEN school with SEN children with SEMH or other complex needs</p> <p>Supporting and delivering learning for young children</p> <p>Experience of using a range of techniques for children in SEMH and/or other complex needs</p>	Delivering programmes for individuals, small groups and whole class	Application Form/References/Interview
SKILLS AND KNOWLEDGE	<p>Knowledge of positive pupil behaviour management strategies</p> <p>Ability to relate to and empathise with pupils and to develop trusting and respectful relationships</p> <p>Good communication skills – written and verbal</p> <p>ICT competent</p> <p>Ability to understand and interpret behaviour</p> <p>Working with teachers to personalise learning, planning and provision</p> <p>Respect for confidentiality of information concerning pupils and ability to use discretion in circumstances of disclosure</p> <p>Able to demonstrate a high degree of professionalism in all areas of school life</p> <p>Motivate young people to achieve a high level of aspirations</p> <p>High level of understanding of safeguarding</p>	<p>Knowledge of child protection procedures</p> <p>Engagement with families</p> <p>ASD training</p> <p>ACE training</p>	Application Form/References/interview
PERSONAL QUALITIES	<p>Use own initiative and work independently as well as part of a team</p> <p>Work calmly under pressure</p>		Application Form References Interview



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	<p>A positive, co-operative approach</p> <p>Experience in de-escalating situations</p> <p>Emotionally resilient and empathetic</p> <p>Commitment to the health and safety of self and others</p> <p>High level of organisational and planning skills</p> <p>High expectations for pupils to achieve</p>		
OTHERS	<p>The successful applicant will require and enhanced DBS check</p>		<p>DBS clearance</p>