



PERSON SPECIFICATION
Post: Learning Support Assistant (N4 – Special School)

Factor	Essential	Desirable	Assessment
Skills, Knowledge and aptitudes	<ol style="list-style-type: none"> 1. Excellent classroom practitioner. 2. An understanding of the educational environment and teaching of pupils with learning difficulties. 3. A clear understanding of the Special Needs Assistant's role. 4. Ability to support the teaching of pupils with learning difficulties. 5. A clear vision of how the role can be used to ensure pupil progression and effective delivery of their learning. 6. An understanding of assessment, recording and reporting processes. 7. Good verbal and written communication skills. 	<ol style="list-style-type: none"> 8. Understanding of the curriculum guidance of the National Curriculum. 	Interview References Application form Application letter
Qualifications and training	<ol style="list-style-type: none"> 1. DfE recognised Teaching Assistant qualification, Special Needs Assistant qualification or Nursery Nurse qualification – equivalent to Level 2. 	<ol style="list-style-type: none"> 2. Further professional development in special educational needs. 	DfE check Application form Interview References
Experience	<ol style="list-style-type: none"> 1. Ability to demonstrate good contribution to assisting teaching in present school. 2. Experience of assisting in the teaching of National Curriculum to pupils with learning difficulties. 	<ol style="list-style-type: none"> 3. Experience of supporting pupils with autism. 	Application form Interview References



Disposition	<ol style="list-style-type: none"> 1. Excited by opportunities presented by the post. 2. Ability to form and maintain appropriate relationships and personal boundaries with children and young people with learning difficulties. 3. High expectations of pupil achievement. 4. Ability to work under pressure and meet deadlines. 5. Positive attitude to change. 6. Calm, confident and professional manner. 	<ol style="list-style-type: none"> 7. Sense of humour 8. Ability to find creative answers to problems. 	Interview References
Special Requirements	<ol style="list-style-type: none"> 1. Good health and attendance record. 2. Enhanced DBS checked to work with vulnerable children. 3. Ability to provide care and welfare to pupils including the administration of medication (when trained and competency achieved), toileting and other care needs. 4. Willingness to participate in out of school activities. 5. Prepared to undertake ongoing professional development. 	<ol style="list-style-type: none"> 6. Clean current driving licence. 7. Mini-bus test. 	Interview References CRB clearance Qualification and identity checks