

Person Specification for Learning Support Assistant

	Essential	Desirable	Assessed via		
Qualifications					
A relevant education, childcare, health or social care qualification at level 2 (e.g. Supporting Teaching and Learning in Schools).	✓		Application form		
An English qualification at level 2 (equivalent to GCSE grade A* - C) demonstrating English language fluency	✓		Certificates checked at interview		
Experience					
Experience working in a College, School or similar environment	✓		Application form		
Experience working in a Special School or College		✓	Application form		
Experience working with children or adults with disabilities/SLD/ASD/PMLD		✓	Application form & interview		
Experience working with children, young people or adults who have support needs	✓		Application form		
Experience working with people who display challenging behaviour		✓	Application form & interview		
Knowledge and Skills					
Understands the needs of students with learning difficulties	✓		interview		
Understands the needs our students may have including those with Autism, PMLD and SLD.		✓	interview		
Able to use teaching methods; TEACCH, sensory approaches		✓	task		
Able to use communication approaches; PECs, Makaton, AAC, body signing		✓	task		
Able to speak and write in grammatically correct English	✓		Interview task		
Ability to speak more than one language		✓	interview		
Able to drive a minibus		✓	interview		
Understands safeguarding procedures relating to the role	✓		interview		
Able to use a computer, including email and word processing	✓		Application form		
Personal Qualities					
The candidate is willing to put our students' needs at the centre of all they do at work.	✓		interview		
Reliable. Excellent record in both attendance and punctuality.	✓		Reference		
Able to work in a team	✓		Interview task		
Able to work under own initiative when the situation requires this.	✓		Task in tray		
Sensitivity to the challenges faced by students, staff and families	✓		Task in tray		
Approachable, polite and professional	✓		Interview		
Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required	✓		interview		

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Flexible. Able to manage last minute changes when required.	✓		interview		
Able to carry out all aspects of the role which includes hoisting pupils and carrying out physiotherapy programmes as well as providing personal care support	✓		interview		
High expectations of self and others	✓		interview		
Well-groomed and presented in line with requirement of the role.	✓		interview		
Committed to equality of opportunity for all	✓		interview		
Willing to undertake training and other CPD activities in order to further develop the specialist skills needed for the role	✓		interview		
Committed to the principle of encouraging young people to progress and work towards independence	✓		interview		
Willing to participate in full range of curriculum activities	✓		interview		
Sense of humour and positive attitude to daily challenges	✓		interview		
Discretion in everyday working life and in particular in dealing with confidential pupil information	✓		interview		