

**Person Specification - Learning Support Worker**

CATEGORY	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>Willingness to undertake accredited courses and mandatory training as required</li> <li>Right to work in UK</li> </ul>	<ul style="list-style-type: none"> <li>GCSE English and Mathematics or equivalent at C / grade 4 or above.</li> <li>NVQ Level III (Teaching Ass)</li> </ul>	<ul style="list-style-type: none"> <li>- Application Form</li> <li>- Numeracy and Literacy task</li> <li>- Certification</li> <li>- Interview</li> </ul>
<u>Knowledge</u>	<ul style="list-style-type: none"> <li>How to support and encourage others to learn</li> <li>Knowledge of the role and an understanding of its rewards and challenges</li> <li>Basic understanding of SEND children and their needs</li> </ul>	<ul style="list-style-type: none"> <li>Learning support programmes</li> <li>Challenging behaviours</li> <li>SEND understanding and Knowledge</li> <li>First aid knowledge</li> </ul>	<ul style="list-style-type: none"> <li>- Application Form</li> <li>- Interview</li> <li>- References</li> </ul>
<u>Skills</u>	<ul style="list-style-type: none"> <li>Good literacy skills</li> <li>Effective communicator</li> <li>Basic IT skills</li> <li>Good numerical skills</li> <li>Excellent verbal &amp; listening skills</li> <li>Good team worker</li> <li>Able to work under guidance</li> <li>Able to work in challenging circumstances</li> <li>Confidence in being able to communicate with parents/carers and outside agencies</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of communication tools</li> <li>Report writing</li> <li>Organising activities</li> <li>Ability to work in a professional non-judgemental manner</li> <li>The ability to role model expected behaviours and reflect on own practice</li> </ul>	<ul style="list-style-type: none"> <li>- Application Form</li> <li>- Interview</li> <li>- References</li> <li>- In house testing / work sample tasks</li> </ul>
<u>Experience</u>		<ul style="list-style-type: none"> <li>Previous classroom / support experience</li> <li>Previous work in a residential school or similar setting</li> <li>Previous experience of learning disabilities and / or challenging behaviour</li> <li>Implementing a variety of strategies to deescalate</li> </ul>	<ul style="list-style-type: none"> <li>- Application Form</li> <li>- References</li> <li>- Interview</li> </ul>

		<p>potentially challenging situations</p> <ul style="list-style-type: none"> <li>• Putting SEND legislation into practice to benefit the young people</li> </ul>	
<u>Personal Qualities</u>	<ul style="list-style-type: none"> <li>• Tolerant &amp; patient</li> <li>• Flexible approach to work tasks</li> <li>• Committed to safeguarding others</li> <li>• Smart appearance</li> <li>• Emotionally Resilient and able to work with challenging behaviours</li> <li>• remain calm when faced with Emotional/sensitive matters</li> <li>• A natural respect for the individuality and dignity of those in our care</li> <li>• An ability to engage with and enthuse children</li> <li>• Able to travel to work locations which may be remote</li> <li>• Always show commitment to equality of opportunity and have due respect for the diverse make up of colleagues and those in our care.</li> <li>• Appropriately confident and assertive.</li> <li>• The ability to use negotiation skills for working with young people</li> <li>• Committed to always being confidential during any communications within the work environment and outside of the working day.</li> </ul>		<ul style="list-style-type: none"> <li>- Application Form</li> <li>- References</li> <li>- Interview</li> </ul>