

Person Specification - Learning Support Worker

CATEGORY	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
<u>Qualifications</u>	- Willingness to undertake accredited courses and mandatory training as required - Right to work in UK	- GCSE English and Mathematics or equivalent at C / grade 4 or above. - NVQ Level III (Teaching Ass)	- Application Form - Numeracy and Literacy task - Certification - Interview
<u>Knowledge</u>	- How to support and encourage others to learn - Knowledge of the role and an understanding of its rewards and challenges - Basic understanding of SEND children and their needs	- Learning support programmes - Challenging behaviours - SEND understanding and Knowledge - First aid knowledge	- Application Form - Interview - References
<u>Skills</u>	- Good literacy skills - Effective communicator - Basic IT skills - Good numerical skills - Excellent verbal & listening skills - Good team worker - Able to work under guidance - Able to work in challenging circumstances - Confidence in being able to communicate with parents/carers and outside agencies	- Knowledge of communication tools - Report writing - Organising activities - Ability to work in a professional non-judgemental manner - The ability to role model expected behaviours and reflect on own practice	- Application Form - Interview - References - In house testing / work sample tasks
<u>Experience</u>		- Previous classroom / support experience - Previous work in a residential school or similar setting - Previous experience of learning disabilities and / or challenging behaviour - Implementing a variety of strategies to deescalate	- Application Form - References - Interview

		potentially challenging situations • Putting SEND legislation into practice to benefit the young people	
<u>Personal Qualities</u>	• Tolerant & patient • Flexible approach to work tasks • Committed to safeguarding others • Smart appearance • Emotionally Resilient and able to work with challenging behaviours • remain calm when faced with Emotional/sensitive matters • A natural respect for the individuality and dignity of those in our care • An ability to engage with and enthuse children • Able to travel to work locations which may be remote • Always show commitment to equality of opportunity and have due respect for the diverse make up of colleagues and those in our care. • Appropriately confident and assertive. • The ability to use negotiation skills for working with young people • Committed to always being confidential during any communications within the work environment and outside of the working day.		- Application Form - References - Interview