

Salway Ash CE VA Primary School

Person Specification: Learning Support Assistant (Support children with SEND)

	Essential	Desirable
Qualifications	Minimum Grade C GCSE in English and Mathematics or equivalent	NVQ 2 or 3 for Teaching Assistants Current First Aid certificate
Experience	Recent and relevant Learner Support (Teaching Assistant) experience in at least one primary school/pre-school setting	Recent and relevant experience supporting children especially within Early Years initially Experience of working with children with SEND including with children who have more complex needs Experience of liaison/contact with outside agencies. To have had recent training and experience in literacy including phonics and numeracy. Proven experience of matching learning to the needs of children
Knowledge, Skills and abilities	To have the knowledge and understanding to work with children with special educational needs. To recognise that each pupil has specific needs that are to be nurtured and developed through careful and sensitive teaching. To be aware of Child Protection procedures.	Able to use initiative to develop resources to support individuals and small groups of children. Able to assist the teacher to develop an Individual Learning Plan (ILP) based on observations of the child. Knowledge of supporting children with

	<p>To have good literacy, numeracy skills.</p> <p>IT competence to support the learner.</p> <p>To be willing to attend courses to develop knowledge & keep up to date.</p> <p>Able to communicate clearly, clarifying, summarising and recording.</p> <p>Able to follow Individual Learning Plans (ILP) systematically.</p> <p>Able to make and record accurate observations which help the teacher with assessments.</p> <p>Able to communicate observations and feedback clearly to the teacher.</p>	<p>communication difficulties e.g. Total Communication and PECS.</p>
<p>Specific Skills supporting the child</p>	<p>Able to communicate clearly, clarifying and giving instructions with positive and constructive feedback.</p> <p>Able to give positive praise relating to specific observed qualities of learning and behaviour.</p> <p>Able to assist with regular assessments.</p> <p>Able to motivate and encourage to establish a supportive relationship with the child.</p> <p>Able to develop positive home-school relationships.</p> <p>Able to be firm, calm and consistent when dealing with difficult behaviour.</p> <p>Support personal care of specific pupils including toileting</p>	<p>Able to understand good models of positive reinforcement in order to improve a child's self-esteem.</p> <p>Able to anticipate difficulties and be able to solve problems</p> <p>Able to meet the child's needs as required whilst encouraging independence in the learner.</p>

Personal characteristics	<p>Able to relate effectively with learners and adults.</p> <p>Able to work constructively as a member of a team understanding roles and responsibilities and your own position within these.</p> <p>Able to organise personal timetable.</p> <p>Able to listen.</p> <p>Able to develop learning from the child's developmental level.</p> <p>Able to follow instructions from the SENDCo and class teacher.</p> <p>Able to be flexible and use initiative e.g. can change direction if the child is not responding.</p> <p>Able to explain the same thing in different ways.</p> <p>Able to be sensitive, calm, patient and understanding.</p> <p>Able to maintain confidentiality.</p> <p>Able to persevere with a child.</p>	<p>A willingness to learn and develop based upon professional advice from the SENDCo and teaching staff.</p> <p>Resilient.</p> <p>Energy and enthusiasm.</p> <p>Positive outlook</p>
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