

**Person Specification LSA C
Grade
Reynalds Cross School**



This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

All candidates are obliged to disclose in their application details of convictions, cautions and any previous concerns raised in relation to Safeguarding issues. The school will assess such evidence and determine whether this presents an acceptable risk to safeguarding. If this presents an unacceptable risk then this will be a contra-indicator and the applicant will not be shortlisted.

Post Title	Learning Support Assistant
School	Reynalds Cross School and Green Lane/Satellite Centre
Salary Band/Range	Band C (pro-rata)
Hours / Weeks	32.5
Responsible to:	Headteacher

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	NVQ3 in teaching assistant or equivalent qualifications /experience	Evidence of continuing professional development Qualifications in physical intervention (Team Team)	Qualification certificates/Application form/Interview
SKILLS AND ABILITIES	Able to cope with personal hygiene needs of pupils and respond sensitively to their needs Be able to relate well to all age groups Have good communication skills (including persuasion and negotiation) Have empathy with all pupils Have good listening skills Actively support pupils in a variety of sporting activities	Experience of working with pupils with challenging behaviours	Application form/Interview/ Reference

	<p>Patience</p> <p>Work effectively in a team</p> <p>Be able to take direction but also use own initiative when required</p>		
		<p>Experience of working with pupils in a lower school (special) environment R – Year 6</p>	
QUALITIES	<p>Flexibility and adaptability in your role</p> <p>Committed to own professional development and show willingness to undertake appropriate training</p> <p>Ability to show empathy, patience and understanding when dealing with pupils with a range of learning difficulties and physical and behavioural challenges</p> <p>Understands and demonstrates confidentiality where appropriate</p> <p>Able to work in an environment where staff must be aware of clear boundaries</p>		
KNOWLEDGE AND EXPERIENCE	<p>Be able to demonstrate an ability to understand and work within the principles of SEN</p> <p>Have experience of working or interfacing with pupils with SEN</p> <p>Have an understanding of complex medical needs i.e. epilepsy, be able to demonstrate the ability to assist with Personal conduct issues</p> <p>Experience of ICT as a</p>	<p>Have recent experience of LSA work</p> <p>Good knowledge of ICT</p> <p>Experience of working or interfacing with pupils of the age that the post is covering</p> <p>Experience of moderation work within a an SEN school</p>	<p>Interview/Application form/Interview /Reference</p>

	<p>learning tool</p> <p>Working knowledge of curriculum and assessment for SEN pupils</p>		
<u>CORE BEHAVIOURS</u>	Excellence - With enthusiasm, you work to deliver a high quality service to meet customer, organisational and personal expectations. You adopt a 'can do' attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers.		Interview / References
	Simplicity - You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all.		Interview / References
	Trust and Respect - You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect.		Interview / References
	Working Together - You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or the communities we serve.		Interview / References
	Responsibility - You take ownership for your work and you use your initiative to deliver. You are accountable for your own performance and development and you take responsibility for your actions and decisions.		Interview / References
OTHER REQUIREMENTS	<p>A commitment to safeguarding and promoting the welfare of children and vulnerable adults</p> <p>An enthusiasm for involvement with students, staff, governors and the school community and can contribute positively to the ethos of the school</p> <p>A willingness to undertake staff training as required, eg Child Protection / First Aid / Health & Safety</p>		
COMPILED BY:AE		Date: July 2023	