



**MERSTONE SCHOOL
LEARNING SUPPORT ASSISTANT TO INCLUDE
PERSONAL AND MEDICAL CARE SUPPORT
PERSON SPECIFICATION
B BAND**

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • NVQ Level 2 or equivalent qualifications or experience. • GCSE Maths & English Pass or Excellent Reading and Writing Skills and Numeracy Skills to NVQ Level 2 qualification. 	<ul style="list-style-type: none"> • NVQ Level 2 Childcare or Healthcare Qualification. • Evidence of training. • Recent Manual handling training. • Any qualifications/ training appropriate to job. • Basic First Aid knowledge or qualification.
Knowledge & Experience	<ul style="list-style-type: none"> • Be able to demonstrate an ability to understand and work with Pupils with SEN. • Have experience of working or interfacing with children with special educational needs. • Have an understanding of complex medical needs, such as epilepsy, and be able to demonstrate the ability to assist in personal conduct issues. • Have an understanding of ICT as a learning tool. • Have experience working and communicating with families. • Understand the school ethos and duty to safeguarding Children. 	<ul style="list-style-type: none"> • SEN experience. • Have a good understanding of ASD pupil need. • Have recent experience of care/ support work. • Recent experience of working with children in a learning environment. • Medical Care or Health Care experience. • Have an understanding of all safeguarding areas, in particular, Child Protection.
Skills & Abilities	<ul style="list-style-type: none"> • Be able to relate well to both children and adults • Be a positive role model. • Have good communication, persuasion and negotiation skills • Be able to communicate with families • Have empathy with pupils with learning difficulties. • Have good listening skills. • Be patient. • Be able to work effectively in a team and with other agencies. • Be able to take direction but be prepared to take initiative. • To be able to swim and support pupil in the pool. • Ability to work positively with parents, school nurses and other professionals to improve the support for the pupil. 	<ul style="list-style-type: none"> • Be able to take responsibility for planning own work. • Be able to exercise initiative and independent action. • Worked with augmentative communication.
Other requirements	<ul style="list-style-type: none"> • Be sensitive to the needs of children/teenagers. • Be flexible and adaptable. • Be committed to own professional development and show willingness to undertake appropriate training. • Be trustworthy and discreet. • Be able to establish clear boundaries. • Support pupils with personal care needs. • Support pupils medical needs. • Support pupils swimming. 	