



## MERSTONE SCHOOL LEARNING SUPPORT ASSISTANT PERSON SPECIFICATION

	<b>Essential</b>	<b>Desirable</b>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• NVQ Level 3 in teaching assistance or equivalent qualifications or experience .</li> <li>• Excellent numeracy and literacy skills – equivalent to GCSE A – C (or willingness to obtain such qualifications).</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development.</li> <li>• Have qualifications in physical intervention (Team Teach).</li> <li>• Any qualifications appropriate to job.</li> <li>• Mini-bus driving licence.</li> </ul>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Be able to demonstrate an ability to understand and work with Pupils with SEN.</li> <li>• Have experience of working or interfacing with children With special educational needs.</li> <li>• Have an understanding of complex medical needs, such as epilepsy, and be able to demonstrate the ability to assist in personal conduct issues.</li> <li>• Have an understanding of ICT as a learning tool.</li> <li>• Have experience working with families</li> <li>• Understand the school ethos and duty to safeguarding Children.</li> </ul>	<ul style="list-style-type: none"> <li>• Have a good understanding of ASD pupil needs.</li> <li>• Have recent experience of LSA work.</li> <li>• Have experience of ICT as a learning tool.</li> <li>• Have understanding of all safeguarding areas, in particular, Child Protection.</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Be able to relate well to both children and adults.</li> <li>• Be a positive role model.</li> <li>• Have good communication, persuasion and negotiation skills.</li> <li>• Be able to communicate with families</li> <li>• Have empathy with pupils especially those with learning difficulties.</li> <li>• Have good listening skills.</li> <li>• Be able to actively support pupils in a variety of sporting activities both in school and out.</li> <li>• Be patient.</li> <li>• Be able to work effectively in a team and with other agencies.</li> <li>• Be able to take direction but be prepared to take initiative.</li> <li>• To be able to swim</li> </ul>	<ul style="list-style-type: none"> <li>• Be able to take responsibility for planning own work.</li> <li>• Be able to exercise initiative and independent action.</li> <li>• Worked with augmentative communication.</li> <li>• Be able to drive school mini-bus.</li> </ul>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Be sensitive to the needs of children/teenagers.</li> <li>• Be flexible and adaptable.</li> <li>• Be committed to own professional development and show willingness to undertake appropriate training.</li> <li>• Be trustworthy and discreet.</li> <li>• Be able to establish clear boundaries.</li> <li>• Support pupils with personal care needs.</li> <li>• Support pupils medical needs</li> <li>• Support pupils swimming</li> </ul>	