

**THE SELE SCHOOL
PERSON SPECIFICATION**

Job Title: Learning Support Assistant H3-H4		
KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualification and Training	<p>Experience of direct work with children, young people, staff, parents and carers.</p> <p>Good level of education to include GCSE passes in Maths and English</p>	<p>Awareness of strategies to help manage behaviour.</p> <p>HLTA qualification or similar.</p> <p>An understanding of SEND and the Code of Practice 2014</p>
Competence Summary (Knowledge, abilities, skills, experience)	<p>Knowledge of children and young people's development, Child Protection and Safeguarding policies and procedures.</p> <p>Able to support learning in classroom environments in a range of subjects and show core strength in your subject specialism</p> <p>Able to guide students with their reading.</p> <p>Able to guide students with their literacy and numeracy.</p> <p>Flexibility and sensitivity to the needs of a wide range of users in the school.</p> <p>Able to use IT effectively.</p>	<p>Experience working with students in Key Stage 3 and 4.</p> <p>Experience of working with students with barriers to learning.</p> <p>Understanding of student data.</p> <p>Knowledge of various specific learning and behaviour needs.</p> <p>Being able to differentiate and modify work.</p> <p>Able to develop programmes of support for students with identified needs.</p>
Work-related Personal Requirements	<p>Demonstrate good communication skills and the ability to engage empathetically and positively with children, young people and their families.</p> <p>Excellent organisational, administrative and time management skills including record keeping.</p> <p>Able to use initiative and be able to work effectively as part of a team.</p> <p>Record of high attendance at work.</p> <p>Maintain confidentiality.</p> <p>Honest and reliable with good timekeeping.</p>	<p>You will be able to engage positively and negotiate with professionals from a range of services.</p> <p>Ability to work under pressure and remain calm when dealing with challenging behaviour.</p>
Other Work Requirements	<p>Implement safety practices in all areas.</p> <p>Understanding of Health and Safety.</p>	