



HEARTS ACADEMY TRUST



SEND Learning Support Assistant PERSON SPECIFICATION

HEARTS VALUES

Redefining Possibilities

Our HEARTS values form the foundation of our culture of care, inclusion, mutual respect, and service to our communities which empowers all to flourish and make a difference.



HAPPINESS

We promote **happiness** and good mental health & wellbeing by building relationships that have a strong, shared sense of purpose, where all are valued and belong. Our curriculum is rich in opportunities and experiences that ignite a love of learning.



EQUITY

We are engines of social justice: we ensure everyone is treated with **equity** and help those who need it, overcoming barriers and battling against unfairness.



ACHIEVEMENT

We facilitate and celebrate **achievement** within and beyond our schools, recognising the individuality of success, enabling all to fulfil their potential and prosper.



RESILIENCE

We develop **resilience** through hard work and cultivating courage in the face of adversity. We foster independence of thought, a willingness to take risks, persevere and learn from mistakes, taking responsibility over our decisions.



TRUTH

We model **truth**, integrity and authenticity: doing the *right* thing, because it is the right thing, even when it is difficult.



SPIRITUALITY

We promote **spirituality** through empathy, reflection and appreciating diverse backgrounds and cultures. We endeavour to live life in all its fullness through a deepening sense of awe and curiosity, expanding connections with the wider world around us.

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Working With Others

Detail	Examples
Working with partners	Understand the role of others working in the school Understand and value the role of parents and carers in supporting children
Relationships	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults
Team work	Ability to work effectively with other adults in the school
Information	Ability to provide timely and accurate information Know when, how and with whom to share information

Qualifications & Experience

Detail	Examples
Specific qualifications & experience	GCSE or equivalent in Maths and English (C or above) Successful experience working with children in a school/early years environment with SEND Understanding of children's specific learning needs and social/emotional learning behaviours Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience
Knowledge of relevant policies and procedures	General understanding of the operation of a school and Trust Basic knowledge of First Aid
Literacy	Good reading and writing skills
Numeracy	Good numeracy skills Ability to undertake calculations
ICT and Technology	Experience of Microsoft packages, including Word, Excel & Publisher Ability to use photocopier Knowledge of basic ICT to support learning

Communication

Detail	Examples
Written	Ability to complete forms and compose business emails Ability to write basic reports
Verbal	Ability to exchange routine verbal information clearly in English with children and adults Ability to listen effectively
Languages	Confidence to contribute in meetings
Negotiating	Able to seek support to overcome communication barriers with children and adults Consult with children and their families/carers and other adults

Working With Children

Detail	Examples
Behaviour Management	Understand and implement the school's behaviour management policy
SEND	Understand and support the differences in children and adults
Curriculum	Understanding of the learning experience provided by the school Knowledge of literacy/numeracy strategies
Child Development	Understanding of the way in which children develop Able to assess progress and performance
Health & Wellbeing	Understand the importance of physical and emotional wellbeing

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Responsibilities

Detail	Examples
Organisational skills	Able to prioritise and manage workload Ability to remain calm under pressure
Line Management	Ability to support the work of volunteers and other teaching assistants in the classroom
Time Management	Ability to manage own time effectively
Creativity	Ability to follow instructions, contributing ideas to improve systems Demonstrate creativity and an ability to resolve routine problems independently

General

Detail	Examples
Equalities	Demonstrate a commitment to equality
Health & Safety	Basic understanding of Health & Safety
Child Protection	Understand child protection procedures
Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
CPD	Be prepared to develop and learn in the role