



Person Specification

JOB TITLE:	Specialist Learning Support Assistant
DATE:	January 2023
STATUS:	Final

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Specialist knowledge of SEND code of Practice	E	✓	✓	✓	
2. Knowledge of Primary Curriculum	D	✓		✓	
3. Learning Support Assistant Level 2 qualification or equivalent.	E	✓			✓
4. GCSE grade C or above in English and Maths or equivalent competency.	E	✓			✓
5. Working at or towards the competency standards for Higher Level teaching Assistant.	E	✓			✓
6. First Aid Qualification.	D	✓			✓
Experience					
7. Experience of supporting children with SEND in a learning environment.	D	✓		✓	✓
8. Experience of classroom/small group organisation.	E	✓		✓	
9. Experience/knowledge of working with children with SEN	D	✓		✓	
Skills and competencies					
10. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional	E	✓		✓	✓

resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline					
11. Experience of using ICT to support pupils in the classroom	E	✓		✓	✓
12. Able to use language and other communication skills that children can understand and relate to.	E		✓	✓	
13. Able to empathise with the needs of children and in particular able to establish positive relationships with pupils.	E		✓	✓	
14. Able to consistently and effectively implement agreed behaviour management strategies.	E	✓	✓	✓	
15. Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs	E	✓	✓	✓	
16. Able to work within and apply all relevant school policies and schemes of work	E	✓		✓	✓
17. Able to supervise groups of pupils.	E	✓		✓	
18. Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills.	E	✓		✓	
19. Able to work effectively as part of a team	E			✓	✓
20. Able to plan, organise and deliver teacher cover, redeploying and adjusting where required.	E	✓		✓	
21. Able to maintain accurate records of cover and produce reports as necessary.	E	✓	✓	✓	
Other					
22. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
23. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓
24. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E	✓		✓	