



Academies Trust

Person Specification Learning Support Assistant - Co-op Academy Southfield

Attributes	Essential	Desirable	To be identified by: (e.g. Application Form, Selection Process, Reference etc)
Experience	<ul style="list-style-type: none">● Experience of working with students with a range of special educational needs and disabilities● Experience of working as part of a team● Experience of behavior management and physical intervention	<ul style="list-style-type: none">● Experience of the use of hoists and physical positioning● Experience of therapy and health interventions● Team Teach trained● Trained in moving and handling	Application Form and Selection Process
Qualifications	<ul style="list-style-type: none">● NVQ2 for Teaching Assistants or equivalent qualification	<ul style="list-style-type: none">● GCSE English and Mathematics Grade C or equivalent● Qualifications relating to post e.g. health, children, practical skills, first aid	Application Form
Training	<ul style="list-style-type: none">● Willingness to participate in development and training● Evidence of previous personal development	<ul style="list-style-type: none">● Trained in Child Protection	Application Form and Selection Process
Special Knowledge	<ul style="list-style-type: none">● Understanding of child development and learning● Understanding of the issues relating to students who have special educational needs	<ul style="list-style-type: none">● Trained in Health and Safety, including risk assessment	Selection Process

Equality	<ul style="list-style-type: none"> ● A personal commitment to equal opportunities, diversity and promoting good race relations ● Candidates should indicate an acceptance of and commitment to the principles underlying the Trust's Equality Policy 	<ul style="list-style-type: none"> ● Trained in Equality of Opportunity 	Selection Process
Disposition Adjustment/Attitude	<ul style="list-style-type: none"> ● Ability to relate well to students and adults ● Ability to work constructively as part of a team ● Ability to remain calm under pressure ● Good co-operative, interpersonal and listening skills ● Flexible and willingness to accept change ● Mental resilience to meet demands of role 	<ul style="list-style-type: none"> ● Understanding of classroom roles and responsibilities 	Selection Process and Reference
Practical & Intellectual Skills	<ul style="list-style-type: none"> ● Meet the Intermediate Threshold Level of English fluency (Immigration Act, 2016) ● Good numeracy and literacy skills ● Ability to use ICT effectively in relation to post ● Good organisational skills ● Ability to use relevant equipment/resources 		Application Form and Selection Process
Physical and Sensory	<ul style="list-style-type: none"> ● Must be able to perform all duties and tasks, with reasonable adjustment, where appropriate in accordance with the Equality Act 2010. ● Possess the physical abilities to undertake the duties associated with the post. ● Ability to cope with requirements of the post, which will include working with pupils who have profound physical difficulties and may include working with pupils who have emotional and behavioural difficulties. ● Working with pupils who have physical difficulties, it is a core component of the job for the post holder to be capable of moving and handling pupils, within school policies and practices, and to participate in the pool area during hydrotherapy sessions. ● It is a core component of the role for the post holder to be willing and capable of meeting the 		Application Form and Selection Process

	hygiene and personal care needs of pupils within school policies and practices.		
Circumstances - Personal	<ul style="list-style-type: none">● Will not require holiday leave during term time● Must be legally entitled to work in the UK● No contra-indications in personal background or criminal record indicating suitability to work with children/young people/vulnerable clients/finance (DBS check required)		Application Form, Selection Process and DBS check