

Bengeo Primary School



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Learning Support Assistant SPECIFICATION

	Essential	Desirable
Qualifications & training	<ul style="list-style-type: none"> • A commitment to further professional development • Maths and English GCSE (A-C) 	<ul style="list-style-type: none"> • Recognised appropriate qualifications
Knowledge and Experience	<ul style="list-style-type: none"> • Experience of working successfully and co-operating as a member of a team • Experience of children or young people with SEND • Experience of working in an environment of working with children (either in a paid or unpaid capacity) • Ability to effectively use ICT to support learning 	<ul style="list-style-type: none"> • Experience of working in an environment of supporting young children. • Experience of working in an educational/EYFS setting. • Experience of working with children with SEND
Skills	<ul style="list-style-type: none"> • Ability to supervise and support a child with SEND throughout the school day • Ability to follow a learning plan to care for the needs of a child on a 1:1 basis, following the school's safeguarding behaviour plan procedures • Ability to be flexible and allow for change • Effective communication skills and good literacy skills • Ability to work effectively as a part of a team. • Ability to motivate and positively interact with children. • Ability to engage children in cooperative play. 	<ul style="list-style-type: none"> • Training in different areas of SEND, including supporting children with communication and social difficulties • Experience of working with children with challenging SEN needs • First Aid qualification • Up to date safeguarding qualification

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	<ul style="list-style-type: none">• React calmly and appropriately in an emergency, with the health and safety of both pupils and staff a prime concern.• Ability to maintain confidentiality• Ability to show initiative and apply effective strategies to deal with situations which may arise in school	
Personal characteristics	<ul style="list-style-type: none">• Approachable and empathetic• Organised and resourceful• Committed• Reliable• Calm and patient• Resilient• Flexible• Positive and enthusiastic• Good role model• Good sense of humour• High expectations for all pupils• Reflective practitioner• Promote equality and challenge prejudice	
Special requirements	<ul style="list-style-type: none">• Able to promote and maintain good relationships with children, Bengeo staff, external agency staff and parents.• Have or be willing to undergo an Enhanced DBS• Be willing to undergo a pre-employment health check	

This school and the Local Authority are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS Certificate is required for this post prior to commencement.