



## Person Specification

### SEN Learning Support Assistant/Midday Assistant

1. Qualifications and Experience	Essential	Desirable
Successful experience working with children in a school/early years Foundation Stage environment	✓	
Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience	✓	
Experience working with children with SEMH	✓	
Understanding of working with an EHCP/One Plan	✓	
Have a good understanding of child development	✓	
Precision Teaching		✓
Speech and language		✓
Basic knowledge of First Aid and understanding of School	✓	
Good reading and writing skills	✓	
Good numeracy skills	✓	
Knowledge of basic ICT to support learning	✓	
2. Communication	Essential	Desirable
Ability to write basic reports	✓	
Ability to use clear language to communicate information unambiguously	✓	
Ability to listen effectively	✓	
Overcome communication barriers with children and adults	✓	
Consult with children and their families and carers and other adults	✓	
3. Working with children	Essential	Desirable
Understand and implement the school's behaviour management policy, working in a therapeutic style to ensure children have prosocial experiences.	✓	
Ability to understand and support children with developmental difficulty or disability	✓	
Good understanding of the school curriculum Knowledge of literacy/numeracy strategies	✓	



Good understanding of the general aspect of child development	✓	
Ability to assess progress and performance	✓	
Understand and support the importance of physical and emotional wellbeing	✓	
<b>4. Working with Others</b>	<b>Essential</b>	<b>Desirable</b>
Understand the role of others working in and with the school	✓	
Understand and value the role of parents and carers in supporting children	✓	
Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults	✓	
Ability to work effectively with a range of adults	✓	
Ability to follow instructions accurately	✓	
Know when, how and with whom to share information	✓	
<b>5. Responsibilities</b>	<b>Essential</b>	<b>Desirable</b>
Good organisational skills	✓	
Ability to have a therapeutic approach to behaviour	✓	
Ability to remain calm under pressure	✓	
Ability to support the work of volunteers and other teaching assistants in the classroom	✓	
Ability to manage own time effectively	✓	
Demonstrate creativity and an ability to resolve routine problems independently	✓	
<b>6. General</b>	<b>Essential</b>	<b>Desirable</b>
Awareness of and commitment to equality	✓	
Basic understanding of Health & Safety	✓	
Understand and implement child protection procedures	✓	



**SOUTH ESSEX  
ACADEMY TRUST**

➤ collaboration ➤ challenge  
➤ perseverance ➤ innovation

Understand procedures and legislation relating to confidentiality	✓	
Be prepared to develop and learn in the role	✓	