

## Person Specification:      Learning Support Assistant for pupil with a visual impairment

Criteria		Essential	Desirable
<b>Knowledge/Experience</b>	<ul style="list-style-type: none"> <li>Recent experience of working with children in an educational or Early Years setting.</li> <li>Knowledge and understanding of child development and learning needs of children.</li> <li>Awareness and understanding of Equal Opportunities and Safeguarding procedures.</li> </ul>	A R I I	<ul style="list-style-type: none"> <li>Knowledge of implementing Individual Support Plans for pupils with special educational needs.</li> <li>Experience of supporting children with complex special educational needs which can include behaviour that challenges.</li> <li>Experience of working with children with a visual impairment.</li> </ul> A A I A I
<b>Skills/Abilities</b>	Is able to: <ul style="list-style-type: none"> <li>Act on own initiative and to be flexible.</li> <li>Build positive relationships with all children.</li> <li>Manage behaviour in accordance with school policy and Individual Behaviour Support Plans.</li> <li>Establish and maintain good working relationships with school staff, parents/carers and external contacts.</li> <li>Uphold confidentiality at all times.</li> <li>Observe and monitor progress and maintain records.</li> <li>Use IT to support learning</li> <li>Reflect on own practice</li> </ul>	A I A R A I I R I R A I A I I	<ul style="list-style-type: none"> <li>Experience of adapting resources to meet individual needs.</li> <li>Has experience of forest school practice.</li> </ul> A I A
<b>Qualification/Training</b>	<ul style="list-style-type: none"> <li>Good literacy and maths skills – educated to at least GCSE level C or equivalent in Maths and English</li> <li>Committed to ongoing professional development.</li> <li>Committed to developing knowledge and understanding of how to support pupils with complex needs including learning skills such as Braille.</li> </ul>	A A I A I	<ul style="list-style-type: none"> <li>NVQ Level 2 or 3 supporting Teaching and Learning or equivalent.</li> <li>Specialist training in SEN and/ or Early Years.</li> <li>Specialist training in approaches to support pupils with a visual impairment such as Braille.</li> <li>Current First Aid/Paediatric First Aid qualification.</li> </ul> A A I A I A
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Excellent communication skills.</li> <li>Calm and patient with a sense of humour.</li> <li>Enthusiastic</li> <li>Committed</li> <li>Team Player</li> </ul>	A I R I I A I A I	<ul style="list-style-type: none"> <li>A commitment to the wider school community.</li> </ul> I

<b>Other Criteria</b>	<ul style="list-style-type: none"> <li>Understand and implement school policies relating to SEN, Safeguarding, Behaviours, Equality and Health and Safety.</li> </ul>	I		
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A = application form, I = interview, R = reference