

## Person Specification – Learning Support Assistant (Medical)

Qualifications & Experience	Essential	Desirable
Successful recent experience working with children in a learning environment	✓	
Educated to NVQ Level 2 or equivalent	✓	
Medical experience (previous nursing experience useful or perhaps supporting students with complex medical needs including diabetes)	✓	
Skills and Knowledge	Essential	Desirable
Basic knowledge of First Aid	✓	
Knowledge of Type 1 Diabetes		✓
Understand classroom roles and responsibilities and your own position within these		✓
Full working knowledge of relevant policies/codes of practice/legislation		✓
Knowledge of how the body works and how bodily functions interact	✓	
Excellent reading and writing skills equivalent to at least NVQ Level 2	✓	
Excellent numeracy skills equivalent to at least NVQ Level 2	✓	
ICT skills to support learning		✓
Ability to write basic reports	✓	
Ability to understand and support children with developmental difficulty or disability	✓	
Ability to use clear language to communicate information unambiguously and listen effectively	✓	
Specialist language/communication skills if appropriate		✓
Good understanding of the school curriculum including knowledge of literacy/numeracy strategies		✓
Ability to negotiate effectively with adults and children	✓	
Ability to apply a range of behaviour management policies and strategies which contribute to a purposeful learning environment	✓	
Successful completion of training to support SEN if appropriate		✓
Excellent understanding of child development and learning processes	✓	
Ability to assess and record progress and performance and recommend appropriate strategies to support development		✓
Motivate, inspire and have high expectations of students	✓	
Understand and support the importance of physical and emotional wellbeing	✓	
Work effectively as part of a team and contribute to group thinking, planning etc.	✓	

Ability to work positively with parents, the school nurse and other professionals to improve support for students	✓	
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	✓	
Contribute to the development and implementation of effective systems to share information	✓	
Ability to maintain a high level of confidentiality and discretion at all times	✓	
Ability to exchange verbal information clearly and sensitively with children and adults	✓	
Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults	✓	
Understand and implement the school's behaviour management policy	✓	
Understand and implement safeguarding and child protection procedures	✓	
<b>Personal</b>	<b>Essential</b>	<b>Desirable</b>
Good organisational skills	✓	
Ability to remain calm under pressure	✓	
To be flexible	✓	
Follow instructions accurately	✓	
Use own initiative and work independently	✓	
Ability to manage and support the work of others	✓	
Ability to manage own time effectively	✓	
Ability to adapt quickly and effectively to changing circumstances, situations	✓	
Demonstrate creativity and an ability to resolve problems independently	✓	
Awareness of and promotion of equality	✓	
Good understanding of Health & Safety	✓	
Good understanding and effective implementation of child protection procedures	✓	
Understand procedures and legislation relating to confidentiality	✓	
Demonstrate a clear commitment to develop and learn in the role	✓	
Constantly improve own practice/knowledge through self-evaluation and learning from others	✓	