

PERSON SPECIFICATION

Learning Support Assistant – ALTERNATIVE PROVISION

REQUIREMENTS	Essential	Desirable
Qualifications		
• A good standard of education i.e. five GCSE passes at grades A-C (or equivalent) including English and Maths.	✓	
• NVQ Level 2 or equivalent in supporting teaching and learning or working with children and young people.		✓
• NVQ Level 3 or equivalent qualification in a relevant field.		✓
• Current First Aid Certificate.		✓
Experience		
• Experience of working with children and young people with special educational needs and disabilities in an educational or care setting.	✓	
• Experience of supporting children with complex needs including physical disabilities, learning disabilities and neuro-divergent conditions.	✓	
• Experience of supporting students with behaviour that challenges.		✓
• Experience working within an alternative provision or specialist education setting.		✓
• Understanding of safeguarding procedures and child protection.	✓	
• Experience of working within a charity or not-for-profit environment.		✓
Skills & Abilities		
• Communicate effectively: speak, listen and write in a clear, thorough and timely manner using appropriate and effective communication tools and techniques.	✓	
• Proven ability to build relationships: establish and maintain positive working relationships with students, families and colleagues to support student outcomes.	✓	
• Patience, empathy and a genuine commitment to supporting young people with additional needs.	✓	
• Ability to work flexibly and adapt to the changing needs of students throughout the day.	✓	
• Focus on the needs of the students and their families/carers: anticipate, understand and respond to these needs.	✓	
• Foster teamwork: work cooperatively and effectively with others to support student learning and wellbeing.	✓	
• Ability to follow instructions and work under the direction of teaching staff and therapists.	✓	

REQUIREMENTS	Essential	Desirable
• Ability to remain calm and positive when supporting students with challenging behaviour.	✓	
• Willingness to undertake personal care duties with dignity and respect.	✓	
• Good IT skills and willingness to learn specialist software and assistive technology.	✓	