Hargrave Park School

We Aim High

PERSON SPECIFICATION

POST: Learning Support Assistant based in the Early Years

GRADE: Scale 4 + SEN allowance

LINE MANAGER: Class teacher and SENCo

CONTRACT: – Permanent - Scale 4 +SEN allowance; term time only; 35 hours per week

You should demonstrate on your application form how you meet the following essential criteria.

	REQUIREMENTS	
	EDUCATION and EXPERIENCE	**A/I/T**
E1	Demonstrable levels of numeracy and literacy equivalent to GCSE (A-C) (or by test).	A
E2	Experience of working with children (either in a paid or unpaid capacity) preferably in an education setting.	A
E3	Undertaking the relevant qualification either an NNEB Certificate, NVQ Level 3 - Childcare/Early Years Care, BTEC Nationals in Childhood Studies (Nursery Nursing) with suitable practice placements)	A
E4	Recent training or experience in supporting young children with SEN	A
	KNOWLEDGE, SKILLS and ABILITY	
E5	Knowledge and understanding of the needs of young children.	I
E6	An understanding of the needs of children from ethnic minorities, including children who are bi or multi lingual.	A
E7	An understanding of the importance of Child Protection and the willingness to acquire knowledge of Child Protection issues and procedures.	I
E8	An understanding of the importance of confidentiality and the ability to deal sensitively with difficult situations.	A

E9	An understanding of Equal Opportunities and a commitment to putting it into practice in daily work.	I
E10	An understanding of health and safety in the workplace and how to implement it in this area of work.	I
E11	The ability to promote all aspects of children's learning and development.	A/I
E12	The ability to relate easily to children, staff, parents and other agencies and to work as part of a team.	I
E13	The ability to communicate clearly both orally and in writing.	A/I
E14	The ability to work within a multi racial setting and to ensure that each child's racial identity is respected, maintained and enhanced.	A/I
E15	A commitment to staff development and training.	A/I
E= Essential D= Desirable		
Assessed by: A= Application I= Interview T= Test		