

**WILLOW DENE SCHOOL
LEARNING SUPPORT ASSISTANT - LEVEL 2
PERSON SPECIFICATION**



CRITERIA OR REQUIREMENTS	Assessment Method
1. Education & Training a) English language, reading and comprehension up to GCSE standard b) Numeracy skills up to GCSE standard c) City and Guilds , NVQ, BSL or BTEC qualification desirable	A / C A / C A / C
2. Experience a) Experience of working with young children b) Good verbal communication with children and adults	A A / I
3. Knowledge/Skills and Abilities a) Motivation to work with children and young people b) Ability to work co-operatively as part of a team and relate to both support staff, teaching staff and a range of other professionals c) Ability to form and maintain appropriate relationships and personal boundaries with children and young people d) Ability to contribute towards written observations and records of individual progress e) Emotional resilience in working with challenging behaviours; and attitudes to the use of authority and maintaining discipline f) To be able to swim and be confident in the water	A / O A / O / I O / I A / I I A / O / I
4. Equal Opportunities a) Commitment to the Council's Equal Opportunities Policy and acceptance of responsibility for its practical applications b) Ability to apply the principles of the Equal Opportunities framework to working with children and adults in an education setting	A / I I
5. Safeguarding and Promoting Welfare of Children a) Ability to form and maintain appropriate relationships and personal boundaries with children and young people, colleagues and parents	I
6. Other Job Specific Requirements a) Understanding of health & safety issues b) Excellent physical health and an acceptable record of attendance (during the past 2 years, normally not more than 10 days and / or 3 periods of absence in a 12 month period.)	A / I A / I

Key

A = Application Form, I = Interview, O = Observation, C = Original Certificate