



PERSON SPECIFICATION

POST: Learning Support Practitioner Grade: Scale NJC Scale point 11 – 13

This academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **How Identified** column shows how the Council will obtain the necessary information about you.

If the **How Identified** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
Qualifications and Experience.	<ul style="list-style-type: none"> • Minimum GCSE English and Maths A* - C or equivalent. • An ability to use information technology beyond simple word processing. • Experience of working with students with special educational needs, • Evidence for having been responsible for successful Additional Needs support in a primary/secondary school. 	Application form and Interview	<ul style="list-style-type: none"> • Proven teaching experience of working in a school with an ethnic minority population. • A recent and relevant INSET profile. • Experience in effectively working with external agencies in order to improve provision and support for students with Additional Needs. • Experience of working with students with ASD. 	Application form and interview

<p>Skills& Knowledge.</p>	<ul style="list-style-type: none"> • Ability to promote a positive ethos and role model positive attributes • Able to plan and work effectively under pressure • Well-developed written and oral skills. • Excellent interpersonal and communication skills • A commitment to raising standards. • Resilience • Effective organisational skills • Have experience of working with children in a primary or secondary school setting. • Have knowledge and understanding of the different social, cultural and physical needs of pupils and the ability to apply this appropriately • To keep up to date with best practice in relation to how children learn and seek opportunities to apply the learning to the work. . • Provide appropriate role models of behaviour both in the classroom and around school. • Have a proven track record of experience of helping children learn to read and write. • Undertake tasks under the direction of the Class Teacher, SENCO, Senior Leadership Team and Principal. • Plan and prioritise tasks and work under the pressure of a busy inclusive secondary school. • Show initiative. • Communicate effectively and appropriately to pupils with different abilities and ethnic backgrounds. • Motivate pupils to be sociable by applying appropriate knowledge and strategies. • Assist with the organisation of the learning environment. • Maintain records of the pupils that are compliant with the requirements of the Data Protection Act and other statutory requirements. 	<p>Application form and Interview</p> <p>Application form/ Interview</p>	<ul style="list-style-type: none"> • Knowledge of SEND students learning needs and strategies to raise achievement. • Knowledge of appropriate policies, legislation and best practice relating to the support of students with SEND, including the new codes of practice from September 2014 	<p>Application form and Interview.</p> <p>Application form and Interview.</p>
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Special Working Conditions	<ul style="list-style-type: none"> • Attend training courses considered appropriate for the post. • Work effectively with other adults in the school and wider community. • Be a responsible and trustworthy role model. • Have patience, be flexible and innovative demonstrating a detailed understanding of how children, who find learning new concepts and remembering taught concepts difficult, might behave. • Respect and maintain confidentiality but have regard to the safe guarding protocols of information sharing where necessary. • Willingness to participate in relevant training and development opportunities. • A commitment to TOAN and E-ACT's vision, values and aims. • Shared responsibility for promoting and safeguarding the welfare of students. • Passionate! 	Interview		Application form and Interview.
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The Governors and Principal are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruitment procedures are effectively in place.