

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.	• 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	• 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

Skills& Knowledge.	• 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.	Application form and Interview Application form/ Interview	• 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	Application form and Interview. Application form and Interview.
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Special Working Conditions	• 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.