



Person Specification

Post: Learning Assistant Level 3 – MLD provision at Haydock High School

Knowledge	E = Essential D = Desirable	Identified by
Understanding and working knowledge of the national curriculum and other learning programmes (within specified age range/subject area) e.g. knowledge of core subject areas etc.	E	A/I
Experience of resources preparation to support learning programmes <ul style="list-style-type: none"> • The needs of children with a wide variety of SEN including children with complex physical and medical difficulties, MLD, ASD and CLO • The implications for the support of children with wide variety of SEN including children with complex physical difficulties, MLD, ASD and CLO • Pupils' educational, motional, moral, physical and social development across the age range of the school • The needs and aspirations of parents of children with a wide variety of SEN • The roles and responsibilities of occupational therapists, physiotherapists, speech and language therapists and nursing staff 	E	A/I
Working knowledge and understanding of principles of child development, learning styles and independent learning	E	A/I
Working knowledge of relevant policies/codes of practice/legislation	E	A/I
Understanding of inclusion, especially within a school setting	E	A/I
Knowledge of current developments with regard to supporting children with special educational needs	D	A/I
Skills and Abilities	E = Essential D = Desirable	Identified by
Ability to work effectively within a team environment, understanding classroom roles and responsibilities	E	I
Ability to build and maintain effective working relationships with all pupils and colleagues	E	I
Ability to promote a positive ethos and role model positive attitudes	E	I
Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate	E	A/I
Ability to adapt own approach in accordance with pupil needs	E	A/I
Excellent personal numeracy and literacy skills	E	A
Effective use of ICT to support learning and deliver programmes to promote pupils' personal care and independence	D	A
Demonstrate a commitment to keep up to date with developments and innovations in relation to children with special educational needs	E	A/I
Demonstrate a commitment to high quality and high standards	E	A/I
Demonstrate a commitment to equal opportunity	E	A/I
Demonstrate an appreciation of pupils' and parents' needs and aspirations	E	A/I
The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this	E	A/I

Qualifications and Training	E = Essential D = Desirable	Identified by
Relevant experience of working with children in an educational setting (within specified age range/subject area)	E	A
NVQ III or equivalent in teaching assistance or relevant experience	D	A
Requirement to complete Teacher Assistant Induction Programme	E	I
Willingness to participate in relevant training and development opportunities	E	I
Training in literacy/numeracy strategies	E	A/I
Training in Special Educational Needs strategies	D	A/I
Willingness to undertake appointed person certificate in first aid administration	D	I
Specialist subject knowledge curriculum/ resources as required by school	E	A/I

Professional Values and Practice	E = Essential D = Desirable	Identified by
Must be able to demonstrate all of the following:		
High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	E	A/I
Ability to build and maintain successful relationships with pupils, treat them consistency, with respect and consideration, and demonstrate concern for their development as learners	E	A/I
Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work	E	A/I
Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice	E	A/I
Able to liaise sensitively and effectively with parents and carers recognising role in pupils' learning	E	A/I
Able to improve their own practice through observations, evaluation and discussion with colleagues	E	A/I

D= Desirable

E= Essential

A= Application

I= Interview

