



Specialist Learning Support Assistant (SLSA) Person Specification

	Essential	Desirable	Method of Assessment
Qualifications and Experience			
Education	- Achieved a qualification in English and Mathematics either at GCSE level (grade C or above) or the equivalent e.g., a Level 2 of the National Vocational Qualifications (NVQ) Framework. - Achieved a minimum of a Level 2 NVQ linked to education e.g., childcare studies, teaching assistant etc. - Demonstrate excellent communication skills, both oral and in writing.	- First Aid Qualification - Evidence of Continuing Professional Development and/or qualification in specialist area relevant to the post. - Is trained in restrictive intervention approaches, e.g., Team Teaching, Positive Handling.	Application Form and Certificates
Experience	- Experience of delivering individual and group teaching in a primary school. - Experience of working with children with Autism.	Evidence of effective practice, including supporting colleagues and/or leading developments, in a specialist area relevant to the post.	Application Form Interview References
Professional Knowledge and Understanding			
Safeguarding	- A sound knowledge and understanding of safeguarding children in line with current Keeping Children Safe in Education guidance. - Awareness of practical welfare and health and safety requirements when working with young children.	Knowledge of de-escalation and/or restrictive intervention techniques, e.g., zones of regulation, Team Teach or equivalent.	Application Form Interview
Teaching, Learning and Assessment	- A sound understanding of the main teaching methods used when teaching groups/individual primary aged children, including children with complex needs. - A sound understanding of appropriate assessment procedures involved in working with primary aged children. - A sound understanding of the needs of children and teaching approaches (including planning and assessment) within a specialist area relevant to the post. - Appropriate computing skills to support learning.	Understanding of the school curriculum and age-related expectations of primary children.	Application Form Interview and Task References
Professional Skills			



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Ethos	• Demonstrate high expectations for all children, whilst providing appropriate levels of nurture, challenge and support. • A good knowledge of positive behaviour management strategies and relational practice approaches. • Ability to engage and include all children in their learning through positive and sensitive interactions. • Maintain confidentiality.		Application Form Interview and Task References
Curriculum	• Ability to contribute to short and medium - term planning for learning to ensure the provision meets the needs of identified pupils. • Ability to fulfil your role in lessons and wider interventions, including planning for interventions and preparing relevant resources. • Ability to observe children, accurately record your observations and feed back to the class teacher so that s/he can plan next steps in each child's learning.	• Ability to observe children, accurately record your observations and feed this information in to planning next steps for individuals and groups of children (with support). • Ability to share your specialist knowledge and skills with other colleagues in order to improve teaching and learning across the school.	Application Form Interview and Task References
Professional Attributes			
Relationships	• Actively support, promote and demonstrate the school's value of 'Respecting One Another', the school's vision statement and values. • Enjoy working with children and be committed to developing positive and respectful relationships with them. • Ability and willingness to work collaboratively and supportively within a team, maintaining good professional working relationships with all members of the community, including parents/carers. • Ability to take direction and/or use initiative as appropriate to the task at hand. • Ability to demonstrate consistently the positive attitudes, values and behaviour which are expected of children.		Application Form Interview and Task References
Personal Attributes and Attitude			
	• Consistently display the highest levels of professionalism at all times in line with the Staff Code of Conduct. • Excellent interpersonal & organisational skills • Self-motivated & enthusiastic		Application Form Interview



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	• Empathy • Flexibility • Be committed to your own professional development.		References
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