



Person Specification			
Post title	Learning Support Assistant (High Needs)	Grade / Salary	D5 – D6 / £23,500 - £23,893

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Successful approaches to positive behaviour management with experience of supporting high needs behaviours who also exhibit challenging behaviour.	CV/SS, I
S2	Recent experience in a role related setting either health, care, or education.	CV/SS, I
S3	Good understanding of the high need curriculum and track recording learner progress and achievement.	CV/SS, I
S4	Able to work flexibly as part of a team and develop effective teamwork.	CV/SS, I
S5	Able to inspire, challenge and motivate others.	CV/SS, I
S6	Excellent organisational and time management skills.	CV/SS, I
S7	Knowledge of the SEN Code of Practice.	CV/SS, I
S8	Able to effectively implement ways of working and working practices in response to the needs of the learners as required by EHCPs and BSPs.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability,	I

June 2024





	Communication and Respect.	
P2	Ability to work well under pressure.	CV/SS, I
P3	To be able to deal with all manner of personal hygiene and care.	CV/SS, I
P4	Willingness to be involved in all activities to support learners, this will include physical activity, sports, swimming, and outdoor activities such as horticulture and working with animals.	CV/SS, I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	CV/SS, I
Qualifications		
Q1	L2 FS or equivalent GCSE maths and English.	C
Q2	L2 in role related qualification either health, care or education.	C
Q3	Evidence of CPD (Team Teach, care, handling, and safeguarding qualifications an advantage) and a willingness to undertake continuous CPD.	CV/SS, I, C
Q4	Willingness to undertake such training as is required to meet the needs of the learners.	CV/SS, I

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**

June 2024





- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

June 2024

