



Person Specification			
Post title	Learning Support Assistant (High Needs)	Grade / Salary	D5 – D6 / £21,228 - £21,565

* * * 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	Experience supporting learners with complex needs and challenging behaviour, with a positive approach to behaviour management.	CV/SS, I
S2	Good track record of improving learner progress.	CV/SS, I
S3	Able to work flexibly as part of a team and develop effective teamwork, demonstrating excellent organisational and time management skills	CV/SS, I
S4	Ability to inspire, challenge and motivate others.	CV/SS, I
S5	Knowledge of the SEN Code of Practice and good understanding of the curriculum relating to complex high needs.	CV/SS, I
S6	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
S7	Able to use ICT including, with training, equipment and software applications designed to help learners overcome learning difficulties.	CV/SS, I
S8	Willingness to support personal care, and to be involved in all activities to support learners, this will	CV/SS, I

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	include physical activity, sports, swimming and outdoor activities such as horticulture and working with animals.	
S9	Full UK Driving Licence.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	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
C2	Excellent interpersonal and communication skills.	CV/SS, I
Qualifications		
Q1	L2 FS or equivalent GCSE maths and English.	CV/SS, C
Q2	L2 in role related qualification either health, care or education and role related setting either health care or education.	CV/SS, C
Q3	Evidence of CPD (Team Teach, care, handling and safeguarding qualifications an advantage) and a willingness to undertake continuous CPD and willingness to undertake such training as is required to meet the needs of the learners.	CV/SS, C

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:

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

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