

**Person Specification: Support Assistant**

<b>Key areas:</b>	<b>Key attributes:</b>	<b>Essential or Desirable</b>
Skills required	<ul style="list-style-type: none"> <li>• Ability to follow advice and direction.</li> <li>• Ability to act on own initiative.</li> <li>• Ability to be flexible.</li> <li>• Ability to motivate and encourage students.</li> <li>• Ability to observe and monitor progress and maintain records.</li> </ul>	Essential Essential Essential Essential Essential
Knowledge Base	<ul style="list-style-type: none"> <li>• Experience of working within an educational or care setting with adults or young people.</li> <li>• Experience of working with students with learning difficulties or disabilities</li> <li>• Experience of working with young people.</li> <li>• Experience of or willingness to train, in order to offer personal care support to students with a physical disability</li> <li>• Understanding of the importance of safeguarding children and following Child Protection procedures.</li> </ul>	Desirable  Desirable  Desirable Desirable  Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Educated to GCSE standard in Maths and English.</li> <li>• NVQ level 3 or above</li> <li>• Specialist training – disability and/or learning difficulties</li> <li>• First aid</li> </ul>	Essential Desirable Desirable Desirable
Experience	<ul style="list-style-type: none"> <li>• Working with adults or children to overcome challenges.</li> <li>• Working with children with SEND.</li> <li>• Experience of delivering SEND interventions.</li> <li>• Experience of planning and adapting activities to meet learner's needs.</li> <li>• Experience of helping children to develop self-care skills e.g. toileting and nappy changing</li> </ul>	Essential Desirable Desirable Desirable  Desirable
Attitude & Approach	<ul style="list-style-type: none"> <li>• Good communication skills</li> <li>• Works in a quiet, calm and courteous way</li> <li>• Enthusiastic, good interpersonal skills</li> <li>• Proactive approach to problem-solving.</li> <li>• A team player committed to raising standards</li> <li>• Flexible attitude</li> <li>• Motivated.</li> <li>• Resilient and reliable.</li> <li>• Well presented.</li> <li>• Ability to work in a busy environment whilst keeping a smile on your face.</li> <li>• A good sense of humour.</li> <li>• Able to maintain confidentiality</li> <li>• Prepared to participate in and show commitment to wider school life.</li> </ul>	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential  Essential  Essential Essential