



Person Specification			
Post title	High Needs Learning Support Assistant	Grade	D

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	Full Driving Licence	CV/SS
S2	Successful experience of supporting learners with complex needs who also exhibit challenging behaviour, and a positive approach to behaviour management.	CV/SS, I
S3	Good track record in relation to learner progress	CV/SS, I
S4	Able to work flexibly as part of a team and develop effective teamwork, demonstrating excellent organisational and time management skills	CV/SS, I
S5	Able to inspire, challenge and motivate others	CV/SS, I
S6	Knowledge of the SEN Code of Practice and good understanding of the curriculum relating to complex high needs	CV/SS, I
S7	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
S8	Able to use ICT including, with training, equipment and software applications designed to help learners overcome learning difficulties	CV/SS, I
S9	To be able to deal with all manner of personal hygiene and care.	CV/SS, I
S10	Able 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
Personal attributes and circumstances		

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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 L2 or above in role related qualification either health, care or education and role related setting either health, care or education 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:

- **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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