

The Family of Learning Trust
SEND Support Assistant -Scale 2, point 4
Person Specification



	Essential	Desirable	How identified
1. Knowledge and skills (including any relevant or required qualifications)	<p>Good numeracy, literacy and ICT skills.</p> <p>Excellent communication skills.</p> <p>Ability to work with a pupil with significant and complex and special needs.</p> <p>Knowledge of autistic spectrum disorder (ASD) and speech, language and communication delays.</p> <p>The ability to implement strategies to support pupils with ASD, speech, language and communication delays to overcome the barriers to learning.</p> <p>Ability to work on a one to one with pupils, to develop social and communication skills.</p> <p>Ability to work with a small group of pupils with SEND needs.</p> <p>Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles.</p> <p>Knowledge of relevant policies/codes of practice and awareness of relevant legislation e.g. SEND, child protection.</p>	<p>GCSEs in English and Mathematics (grade C or above) or equivalent.</p> <p>A good general understanding of the curriculum and other basic learning programmes/strategies.</p> <p>Knowledge of first aid – First Aid Certificate.</p> <p>Knowledge of Social Use of Language Programmes (SULP).</p> <p>Training/qualification in relation to ASD or similar.</p>	<p>Application Form</p> <p>Selection Process</p> <p>Interview</p> <p>References</p>

	Essential	Desirable	How identified
2. Personal Development and Additional Learning	<p>Proven commitment to own self development.</p> <p>Willing to participate in further training and development activities.</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>
3. Experience	<p>Previous experience of working with children with ASD/ medical needs / mobility issues / speech, language and communication delays.</p> <p>Experience of working with young children and working collaboratively with others.</p> <p>Experience of working within a team.</p>	Previous work in a school environment.	<p>Application Form</p> <p>Selection Process</p> <p>Interview</p> <p>References</p>
4. Initiative	<p>Able to receive instructions and guidance.</p> <p>Open-minded and flexible.</p> <p>Ability to work under pressure.</p>		<p>Application Form</p> <p>Selection Process</p> <p>References</p>
5. Circumstances	<p>Understands the importance of confidentiality and work in a discreet manner where appropriate.</p> <p>Positive attitude to working with children and adults (e.g. parents, carers).</p>		<p>Application form</p> <p>Interview</p> <p>References</p>