



## Person Specification for the Role Of Additional Needs Support Assistant Level 1

The successful candidate will be able to demonstrate that s/he has the experience to fulfil the tasks specified and the appropriate skill and abilities.

KEY AREAS	ESSENTIAL REQUIREMENTS	STAGE IDENTIFIED	DESIRABLE REQUIREMENTS	STAGE IDENTIFIED
SUPPORT FOR PUPILS	<ul style="list-style-type: none"> <li>*good levels of literacy/numeracy and good communication skills</li> <li>*understand how children learn and be able to support learning</li> <li>*show an interest in pupils and support them to become independent</li> <li>*assist pupils with physical needs and personal care including feeding and intimate care needs</li> <li>*support pupils in maintaining good standards of health &amp; hygiene</li> <li>*be able to respond to any difficulties quickly and effectively</li> <li>*be able to assist with break and lunchtime supervision including facilitating games and activities.</li> </ul>	<p>Application</p> <p>Interview</p>	<ul style="list-style-type: none"> <li>*Working at or towards national occupational standards (NOS) in Supporting Teaching and Learning (core and relevant optional units as required)</li> <li>* experience of working in a school/care environment</li> <li>*have a knowledge of basic first aid</li> </ul>	<p>Application</p> <p>Interview</p>
SUPPORT FOR TEACHERS	<ul style="list-style-type: none"> <li>*understand classroom roles and responsibilities</li> <li>*have knowledge of and compliance with the school's Health &amp; Safety, Safeguarding and Child Protection</li> </ul>	<p>Application</p> <p>Interview</p>	<ul style="list-style-type: none"> <li>*be able to set up ICT resources for classroom use</li> <li>*be able to identify any risks to health, safety or</li> </ul>	<p>Application</p> <p>Interview</p>

	<p>Policy, record keeping system, policies and procedures</p> <ul style="list-style-type: none"> <li>*understand and comply with the requirements regarding confidentiality</li> <li>*be able to supervise and assist pupils in their learning, ensuring that all pupils are included</li> <li>*understand and employ agreed strategies to manage pupil behaviour</li> <li>*be able to work as part of a team</li> </ul>		<p>security and take appropriate action to minimise risks.</p>	
<p><b>SUPPORT FOR THE CURRICULUM</b></p>	<ul style="list-style-type: none"> <li>*be able to provide feedback to teachers on pupil progress and achievements</li> <li>*understand how to support the children's learning through play</li> <li>*understand and support independent learning and inclusion of all pupils</li> </ul>	<p>Application Interview</p>		

**Please note:**

This work requires emotional and physical resilience.

The work does involve sitting at low tables or on the floor and may involve lifting or restraint of pupils; there is training available.

The work is in a busy and, at times, noisy environment, with intensive interactions with pupils with communication and interaction difficulties

Working with Special Educational Needs pupils requires a particular understanding and appreciation of the individual needs, such as physical limitations, learning, emotional, behavioural and language difficulties or problems with organisation.

The behaviour of such children is often extremely challenging and is therefore emotionally and physically demanding. In some cases the nature of the pupils' special need may result in staff being verbally or physically assaulted.

The above list of job duties is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.