# PERSON SPECIFICATION

## Pupil Support Assistant

| ATTRIBUTES | ESSENTIAL | DESIRABLE | HOW ASSESSED |
|---|---|---|---|
| Qualifications | • Standard level of Education | • 5 GCSE's or equivalent<br>• NVQ level 2 or 3 in Support for Learning or equivalent<br>• First Aid Qualification | A |
| Work experience and desired vocational training | • Ability to provide support with play, welfare and feeding of pupils and students<br>• Experience of providing personal hygiene care<br>• Experience of working with children or vulnerable adults<br>• Ability to support frequent manual handling including hoisting (when trained) | • Experience with working in an educational setting or other relevant environment<br>• Some knowledge of classroom administration | A, I, R |
| Knowledge and understanding | | • Experience of feeding pupils by following plans and procedures | A, I |
| Skills and abilities | • Good communication skills<br>• Ability to relate to young people, staff and parents<br>• Ability to prioritise tasks<br>• Ability to work as part of a team | | A, I, R |
| Personal qualities | • Ability to work in an organised manner<br>• Ability to build relationships<br>• Ability to work efficiently<br>• Self-motivated, enthusiastic and reflective<br>• Flexible and reliable | | A, I, R |
| Special Working Conditions | • Willingness to attend training/staff meetings<br>• Willingness to undertake a DBS (criminal record) check | | A, I |

Method of Assessment: (A) application form, (I) interview, (R) references

The Learning Community Trust is committed to safeguarding and promoting the welfare of Children and young people. All post holders are subject to an enhanced DBS check (including a check on the children's barred list) for the successful applicant. References will be checked following the Learning Community Trust recruitment and selection process. We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education.

For more information regarding our schools commitment to safeguarding, please see our website for our school policies - https://severndaleacademy.co.uk/our-school/policies/