

# *Chase Lane Primary School and Nursery Unit*

## **Person Specification and Assessment**

**Job title:- SALT Learning Support Assistant**

**Interviewed by:-**

**Date:-**

CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"><li>• GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Experience working in a school environment or other educational setting</li><li>• Experience working with children / young people with special educational needs (SEN)</li><li>• Experience planning and delivering learning activities in a group and 1-1 setting.</li><li>• Experience of working with children with speech, language and communication needs</li><li>• Experience of working in a multicultural, multilingual environment</li></ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"><li>• Good spoken and written skills in English</li><li>• Good numeracy skills</li><li>• Good organisational skills including the ability to organise your own workload.</li><li>• Good observation skills and ability to record observations accurately</li><li>• Ability to follow instruction and demonstrate initiative</li><li>• Ability to build effective working relationships with pupils and adults</li><li>• Skills and expertise in understanding the needs of all pupils</li><li>• Excellent interpersonal skills with regard to individual children, carers, teachers and school staff</li><li>• Knowledge of some aspects and types of speech, language and communication difficulties in children and therapy procedures</li><li>• Knowledge of Makaton, Colourful Semantics or other therapy activities</li><li>• Knowledge of how to help adapt and deliver support to meet individual needs</li><li>• Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils</li><li>• Excellent verbal communication skills</li><li>• Ability to work as part of a team and to be flexible in their approach to daily routines</li><li>• Active listening skills</li><li>• The ability to remain calm in stressful situations</li><li>• Knowledge of guidance and requirements around safeguarding children</li><li>• Good IT skills, particularly using IT to support learning</li></ul>

<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Enjoyment of working with children</li> <li>• Sensitivity and understanding, to help build good relationships with pupils</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding pupil's wellbeing and equality</li> <li>• Resilient, positive, forward looking and enthusiastic about making a difference</li> <li>• Capacity to inspire, motivate and challenge children and young people</li> </ul>
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**Headteacher/line manager's signature:**

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**Date:**

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**Post holder's signature:**

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**Date:**

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