

Generic Person Specification Support Assistant JE Number (SC278)

Job title:	Support Assistant	Ealing GLPC Grade:	Scale 4
School:	Special Schools	Post No:	
Line manager:	School Leadership Team		
Supervisory responsibility:	None		
Hours:	30 hours per week (8.45am-3.30pm) term time only		

This form lists the essential requirements needed in order to do the job. Applicants will be short-listed solely on them meeting these requirements.

Essential Requirements

Knowledge, Skills and Abilities

1. Commitment to work with all students in the school with complex and profound additional needs.
2. Ability to work as part of a team and form good relationships with other colleagues
3. To have a commitment to treat all students in a calm, gentle and respectful manner
4. To be committed to a “non-aversive” approach to behaviour management i.e. do not punish or sanction children and recognise all challenging behaviour arises from a communication, emotional or sensory need
5. Good communication skills.
6. To be willingly and physically able to assist students in implementing their personal programmes during the school day, including:
 - personal hygiene including toileting and continence training
 - eating and drinking
 - manual handling
 - therapy programmes
 - dressing and other life skills
7. Ability to work with minimum supervision but within well-defined guidelines.
8. Maintain and clean personal care equipment and materials, clothing etc and maintain toiletry supplies.
9. To be able to engage the students in play being aware of student age and disability.
10. To be able to ensure the health and safety of all students at all times and following process for reporting incidents.
11. Ability to adhere to and implement the Council's Equal Opportunities Policy.
12. To be responsible for promoting and safeguarding the welfare of young people within the school.
13. Undertake an enhanced DBS check.

Desirable

14. Experience of working with young people with complex disabilities