



THE SWAN CENTRE @ STRAND ON THE GREEN SCHOOLS
Person Specification



Job title: Specialist Base (ASC) LSA (The Swan Centre)

Salary and grade: Scale 5

School: Strand on the Green Schools

Line manager: Swan Lead teacher

	Essential	Desirable
Experience	• Experience of supporting teaching and learning in a formal setting. • Working as part of a team in an inclusive environment. • Experience of working with children who have SEN.	• Ability to carry out individual and small group work e.g. Programmes informed by the Speech and Language Therapist or Occupational Therapist. • Experience and knowledge of working with children on the Autistic Spectrum.
Qualifications	• Good standard of Literacy and Numeracy • (GCSE A to C or equivalent)	• NVQ level 3/NNEB or equivalent Additional SEN qualifications. • Training in techniques and teaching methods appropriate to children with a diagnosis of ASC or willingness to undertake further training. • Evidence of further education beyond Level 2
Professional Knowledge and Development	• Knowledge appropriate to pupils' environment and special needs • Knowledge of behaviour management • Commitment to undergo further training including courses pertinent to ASC and First Aid • Commitment to professional development • Knowledge of child protection and health and safety procedures	• First Aid
Skills	• Ability to analyse routine tasks and how they may best be achieved • To be empathetic to the needs of children and care about things that concern them • Ability to motivate children • Good communication, interpersonal, time management and organisational skills. • Proven ability to implement decisions and agreed policies. • Deal effectively with difficult situations should they arise.	



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	• Ability to maintain confidentiality.	
Disposition	• High expectations and professionalism. • Desire to work in a team. • Enthusiasm and initiative. • Flexibility and adaptability. • Integrity and sensitivity. • Supportive, positive attitude. • Sense of fun.	
Other factors	• Commitment to promoting and safeguarding the welfare of children and young people within the Swan Centre and across both schools. • Willingness to assist with the personal care of young children and carry out toileting supervision. • Willingness to be involved in the full life of the schools. • Proven commitment to equal opportunities. • Positive approach to Behaviour Management. • Commitment to the successful inclusion of pupils on the Autistic Spectrum. • Commitment to partnerships with parents and the wider community. • Commitment to promoting the ethos and aims of the schools.	• Willingness to go on school journey if required.

October 2026 RW