



Person Specification for Education Support Assistants

	Essential	Desirable	Assessed via		
Qualifications					
A relevant education, childcare, health or social care qualification at level 3 (e.g. Supporting Teaching and Learning in schools).		✓	Application form		
A relevant education, childcare, health or social care qualification at level 2 (e.g. Supporting Teaching and Learning in schools).		✓	Application form		
English and maths qualifications at level 2 (equivalent to GCSE grade A* - C)	✓		Certificates checked at interview		
Experience					
Experience working in a special school or unit with children with an EHCP for a minimum of a full year		✓	Application form		
Experience working with children or adults with disabilities/SLD/ASD/PMLD		✓	Application form & interview		
Experience working with people who display challenging behaviour		✓	Application form & interview		
Knowledge and Skills					
Understands the needs of students with learning difficulties		✓	interview		
Understands the needs of autistic pupils		✓	interview		
Able to use teaching methods; TEACCH, sensory approaches		✓	task		
Able to use communication approaches; PECs, Makaton, AAC, body signing		✓	task		
Able to, speak and write in grammatically correct English	✓		Interview task		
Ability to speak more than one language		✓	interview		
Able to drive a minibus		✓	interview		
Understands safeguarding procedures relating to the role	✓		interview		
Able to use a computer including email and word processing	✓		Application form		
Understanding of supporting outdoor learning and student learning through play		✓			
Personal Qualities					
The candidate is willing to put our students' needs at the centre of all they do at work.	✓		interview		
Reliable. Excellent record in both attendance and punctuality.	✓		Reference		
Able to work in team	✓		Interview task		
Able to work under own initiative when the situation demands this	✓		Task in tray		
Sensitivity to the challenges faced by students, staff and families	✓		Task in tray		
Approachable, polite and professional	✓		Interview		
Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when	✓		interview		



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required					
Flexible. Able to manage last minute changes when required	✓		interview		
Physically fit enough to carry out all aspects of the role which includes hoisting pupils and carrying out physiotherapy programmes as well as providing personal care support	✓		interview		
High expectations of self and others	✓		interview		
Well-groomed and presented in line with requirement of the role.	✓		interview		
Committed to equality of opportunity for all	✓		interview		
Willing to undertake training and other CPD activities in order to further develop the specialist skills needed for the role	✓		interview		
Committed to the principle of encouraging young people to progress and work towards independence	✓		interview		
Willing to participate in full range of curriculum activities	✓		interview		
Sense of humour and positive attitude to daily challenges	✓		interview		
Discretion in everyday working life and in particular in dealing with confidential pupil information	✓		interview		