



Learning Support Assistant – Person Specification

Qualifications and Experience

Essential

Experience of working or volunteering with children in an educational setting

Understanding of the needs of children with special educational and/or behavioural needs

Basic understanding of child development and learning processes

Maths and English GCSE grade C/4 or equivalent

Desirable

Experience supporting children with special educational needs (e.g., autism, ADHD, speech and language difficulties)

Experience working in a primary school setting

First Aid qualification

Knowledge and Skills

Essential

Ability to implement planned learning activities and adjust according to pupils' responses

Confidence in supporting teaching and learning both one-to-one and in small groups

Ability to monitor, record and provide feedback on pupil progress and behaviour to teachers and SENCO

Understanding of inclusive practice and how to promote equality and diversity within the classroom

Ability to support children's social, emotional and personal development with empathy and patience

Effective communication skills to liaise with colleagues, parents, and external professionals

Ability to maintain confidentiality and handle sensitive information appropriately

Desirable

Knowledge of strategies to support pupils with social, emotional or behavioural needs

Understanding of safeguarding and child protection procedures

**Essential**

Basic ICT skills to support learning and record-keeping

Desirable**Personal Qualities****Essential**

A caring, flexible and positive approach to working with children

Reliable, resilient, and able to use initiative when supporting learning

Commitment to teamwork and contributing to the wider life of the school

Willingness to undertake relevant training and professional development

This role will be reviewed annually as part of the performance management process.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.