



Person Specification

This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	Learning Support Assistant (Child Specific)
School	Bentley Heath CE Primary School
Salary Band/Range	Band 2
Responsible to:	Assistant Headteacher with Inclusion/SENCo

	Essential Criteria	Desirable Criteria	Measured By AF – App form I – Interview A – Assessment
Education & Qualifications	<ul style="list-style-type: none"> Level 2 or equivalent childcare qualification Good numeracy and literacy (i.e. GCSE Grade C in English and Maths or equivalent) 	Evidence of related training or interests Current paediatric first aid certificate	AF AF
Skills & Abilities	<ul style="list-style-type: none"> Ability to build appropriate and effective relationships with children and their parents/carers Ability to assess individual pupil's learning and support their steps in learning. Skilled in positive behaviour management Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles Ability to manage and organise time and resources effectively 		AF / I AF / I/A AF / I AF/I AF

Experience & Knowledge	<ul style="list-style-type: none"> • Experience of working in an educational setting 	Experience of working with children of relevant age in learning environment	AF / I
	<ul style="list-style-type: none"> • Ability to work effectively under pressure 		AF / I
	<ul style="list-style-type: none"> • Work effectively as part of a team and make an active contribution 		AF / A
	<ul style="list-style-type: none"> • Experience of preparing, planning, delivering and evaluating lessons and work plans under the guidance of a teacher. 	Experience of working with children having a range of special needs. Specifically physical disabilities	AF / I
	<ul style="list-style-type: none"> • Experience of recording and reporting on pupil or group achievement and progress. 	Manual handling training	AF / I
	<ul style="list-style-type: none"> • Understanding of principles of children's development and learning processes 		AF / A
	<ul style="list-style-type: none"> • Experience of working with children with Autism and Social, Emotional and Mental Health needs 		AF
	<ul style="list-style-type: none"> • Experience of working with outside agencies 		AF

Core Qualities	Personal Effectiveness: makes things happen; operates with resilience, flexibility and integrity.		AF, I
	Communication: shares and listens to information, opinions and ideas, using a range of effective approaches.		AF, I
	Self Awareness: learns continuously and effectively adapts behaviour in response to feedback.		AF, I
	Service Delivery: understands customer needs and responds appropriately and demonstrates continuous improvement.		AF, I

Other Requirements	Commitment to promoting equality and diversity across the school		AF, I
Compiled/Reviewed by	D Goodman		
Date	31/03/2023		