



*Wisdom Service Hope*

# St Mary's and St John's CE School

*"With God, all things are possible" (Matthew 19:26)*

Primary Headteacher: Aaron Doherty  
Co-Principals: Hannah Mason and Alice Thomas

Wren Academies Trust  
Chief Executive Officer: Gavin Smith

## Person Specification: Learning Support Assistant - Primary

| <b>Education and Training</b>  | <b>E</b> | <b>D</b> | <b>Evidenced</b> |
|--|----------|----------|------------------|
| English and Maths at GCSE grade C or equivalent  | *        |          | A                |
| A good honours degree or equivalent  |          | *        | A                |
| Other professional development in the area of SEND   |          | *        | A                |
| <b>Experience and Knowledge</b>  | <b>E</b> | <b>D</b> | <b>Evidenced</b> |
| Experience of working with students with evidence of having achieved successful student progress and outcomes  |          | *        | A/R              |
| Knowledge and understanding of how children learn  | *        |          | A/I/R            |
| A sound grasp of the concept of inclusive practice   | *        |          | A/I/R            |
| Knowledge of the SEND Code of Practice   | *        |          | A/I/R            |
| Experience of working with parents to support students' needs  |          |          | A/I/R            |
| Knowledge of and commitment to school policies including Safeguarding, Health and Safety and Equal Opportunities   | *        |          | A                |
| Working knowledge of Microsoft Word, Excel, PowerPoint   | *        |          | A                |
| Working knowledge of SIMS  |          | *        | A                |
| <b>Skills, abilities and attributes</b>  |          |          |                  |
| Skilled at making and sustaining positive relationships with children  | *        |          | A/I/R            |
| Able to use specialist skills/training/experience to support pupils in curricular or learning activities in accordance with Education Health Care Plans as required.       |          | *        | I/R              |
| Able to stimulate children's interest in learning  | *        |          | I/R              |
| Able to work closely with students who are finding learning difficult, or those who have experienced a feeling of failure  | *        |          | I/R              |
| Able to work closely with other adults, offering them practical advice and strategies that assist them to overcome problems relating to the teaching of students with SEND | *        |          | A/R              |
| Skilled at developing children's self-esteem and motivation so that they become resilient, independent learners  |          | *        | A/R              |
| Capable of planning intervention work, assessing the needs and achievements of children and maintaining appropriate records  |          | *        | A/I/R            |
| Able to work with the wider school community in the development of provision for students with SEND  | *        |          | A/I/R            |
| Able to foster effective relationships with parents, communicate with them and encourage their active participation in their child's education                             | *        |          | A/I              |
| Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these   | *        |          | A/I/R            |
| Excellent written and oral communication skills  | *        |          | A/I/R            |

E = Essential D = Desirable I = Interview A = Application R = Reference

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