



Ward Jackson Church of England Primary School

Person Specification: 1:1 Learning Support Assistant

REQUIREMENTS	ESSENTIAL	DESIRABLE
Skills, aptitude, knowledge and experience	<ul style="list-style-type: none"> <li>• Previous experience of working with children aged 2–11, in a voluntary or paid capacity, including children with special educational needs and/or disabilities (SEND)</li> <li>• Experience working as a Teaching Assistant or Learning Support Assistant within a Primary or Early Years setting, particularly in a 1:1 or targeted support role</li> <li>• Ability to support the planning and delivery of learning activities that are adapted to meet the individual needs, learning styles and sensory profiles of pupils with SEND</li> <li>• Secure understanding of inclusive practice and the ability to make the curriculum accessible through appropriate differentiation, scaffolding and reasonable adjustments</li> <li>• Experience of implementing strategies to support communication, emotional regulation, behaviour and engagement, under the guidance of the class teacher and SENDCo</li> <li>• Ability to build positive, trusting relationships with children, promoting a calm, safe and supportive learning environment</li> <li>• Understanding of child development, including how developmental differences may present in children with additional needs</li> <li>• Ability to work effectively as part of a multi-disciplinary team, including teachers, SEND staff, external professionals and parents/carers, to achieve positive outcomes for pupils</li> <li>• Confidence in observing, recording and feeding back on pupil progress, behaviour and wellbeing, using school systems as required</li> <li>• Understanding of relevant childcare and education legislation, including safeguarding and SEND responsibilities</li> <li>• Secure understanding of health, safety and welfare within a school or childcare environment, including risk awareness for individual pupils</li> <li>• Ability to remain calm, patient and consistent, particularly when supporting pupils who may experience dysregulation or distress</li> <li>• Good spoken and written communication skills, with the ability to communicate professionally with adults and appropriately with children</li> <li>• Good literacy and numeracy skills, enabling effective support for learning and accurate record keeping</li> </ul>	<ul style="list-style-type: none"> <li>• Trained to successfully deliver phonics programmes, e.g. Little Wandle</li> <li>• Trained to deliver intervention programmes</li> </ul>

REQUIREMENTS	ESSENTIAL	DESIRABLE
Personal qualities	<ul style="list-style-type: none"> <li>• A commitment to the provision of high-quality childcare</li> <li>• A positive approach to learning and gaining new skills through teamwork and training opportunities</li> <li>• A passion for promoting purposeful learning</li> <li>• The ability to adapt to changing circumstances and needs</li> <li>• A positive attitude</li> <li>• Ability to build a good rapport with children, parents, staff and other professionals</li> <li>• A readiness to maintain high expectations and standards for self and others</li> <li>• Excellent organisational, record keeping and planning skills</li> <li>• Punctuality and reliability</li> <li>• Patience and resilience</li> <li>• Honesty and trustworthiness</li> <li>• Communication skills with a particular emphasis on oral skills together with personal qualities of enthusiasm, good humour, determination and resilience</li> <li>• A positive approach to inclusive practice, with children and colleagues</li> <li>• Enthusiasm for working with children</li> </ul>	<ul style="list-style-type: none"> <li>• Flexibility – occasionally working hours might be changed, e.g. for parents evening, After school events such as Fayres</li> </ul>
REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> <li>• Completion of a full and relevant early years and childcare or TA/LSA qualification at Level 2 or above (e.g. Level 2 or 3 Diploma for the Children &amp; Young People's Workforce, Level 2 or 3 NVQ) or equivalent and relevant experience, knowledge and skills</li> <li>• GCSEs or equivalent in Maths and English</li> <li>• Level 1 Safeguarding as a minimum (this can be provided via school to the successful candidate)</li> <li>• A positive approach to gaining further qualifications</li> <li>• Some understanding of the importance of Health &amp; Safety and Food Hygiene in the workplace</li> </ul>	<ul style="list-style-type: none"> <li>• Food Handling certification</li> <li>• Paediatric or other First Aid certificate</li> <li>• Completion of other relevant courses</li> <li>• Completion of a recognised Level 3 Educational qualification, or be working towards completion</li> <li>• Health &amp; Safety certificate</li> </ul>