



Thomas Harding Junior School

LEARNING SUPPORT ASSISTANT Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Education to GCSE standard, or equivalent, with minimum grade C in English and Maths 	<ul style="list-style-type: none"> • Any further, relevant qualifications relating to education and/or children's development
Knowledge and Understanding	<ul style="list-style-type: none"> • An understanding of child protection and safeguarding • Experience of working with/leading individuals or small groups 	<ul style="list-style-type: none"> • Knowledge of the National Curriculum • Experience of working with children with SEN or additional needs • Understanding of positive and negative factors that may affect children's learning and wellbeing
Skills and Abilities	<ul style="list-style-type: none"> • Experience of leading child-based activities • Proven ability to communicate effectively • Experience of establishing positive and professional working relationships • Ability to correctly model written and spoken language • Have high expectations for all learners • Good organisational skills and efficiency 	<ul style="list-style-type: none"> • Experience of working/volunteering within an educational setting • Skills in working with children with SEN or additional needs • Ability to communicate effectively with children, staff and parents • Ability to establish positive and professional working relationships with pupils, staff and parents
Personal Qualities	<ul style="list-style-type: none"> • An enthusiastic and optimistic outlook • Experience of working successfully as part of a team • Flexibility and co-operation • To hold a growth mindset and believe that all children can achieve • Reflective and open to feedback • Creative in problem solving with a willingness to try new ideas • Reliability and integrity • To have a work life balance 	<ul style="list-style-type: none"> • Own life experiences in order to enhance the cultural capital of our children

ASPIRE

Aspiration Success Pride Integrity Resilience Equality

ASPIRE

Aspiration

Success

Pride

Integrity

Resilience

Equality