



**Rowan Wood School**  
**Person Specification for Learning Support Assistant**

CRITERIA OR REQUIREMENTS	Assessment Method
1. Experience  a) Experience of working with young children b) Good verbal communication with children and adults	A A / I
2. Knowledge / Skills and Abilities  a) Motivation to work with children and young people b) Ability to work co-operatively as part of a team and relate to both support staff, teaching staff and a range of other professionals c) Ability to form and maintain appropriate relationships and personal boundaries with children and young people d) Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline	A / O / I O / I O / I O / I
3. Equal Opportunities  a) Commitment to the Trust Equal Opportunities Policy b) Acceptance of responsibility for its practical applications c) Ability to apply the principles of the Equal Opportunities framework to working with children and adults in an education setting	A / I A / I A / I
4. Safeguarding and Promoting Welfare of Children  a) Ability to form and maintain appropriate relationships and personal boundaries with children and young people, colleagues and parents	I
5. Other Job Specific Requirements  a) Understanding of health and safety issues	A / I

Key

A = Application form, I = Interview, O = Observation