

# Person Specification

## Learning Support Assistant

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> <li>GCSE A - C (or equivalent) Maths and English</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Successful recent experience working with primary age children</li> </ul>		✓
<ul style="list-style-type: none"> <li>Experience of supporting children with SEN</li> </ul>		✓
<ul style="list-style-type: none"> <li>NVQ level 2 in learning support or other equivalent or equivalent qualification/experience.</li> </ul>		✓
Skills and Knowledge	Essential	Desirable
<ul style="list-style-type: none"> <li>Basic knowledge of First Aid and understanding of the School Policies and Procedures</li> </ul>		✓
<ul style="list-style-type: none"> <li>Understanding of child protection procedures</li> </ul>		✓
<ul style="list-style-type: none"> <li>Working knowledge of the education system</li> </ul>		✓
<ul style="list-style-type: none"> <li>Understand procedures and legislation relating to confidentiality</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Understand the importance of physical and emotional wellbeing</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to write basic reports</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to understand and support children with developmental difficulty or disability</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Understanding of and ability to implement the school's behaviour management policy</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to support the work of volunteers and other teaching assistants in the classroom</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to use clear language to communicate information unambiguously and listen effectively</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to communicate effectively with children and their families and carers and other adults and overcome communication barriers with children and adults</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Good understanding of the school curriculum including knowledge of literacy/numeracy strategies</li> </ul>		✓
<ul style="list-style-type: none"> <li>Know when, how and with whom to share information</li> </ul>		✓
<ul style="list-style-type: none"> <li>ICT skills to support learning</li> </ul>		✓
<ul style="list-style-type: none"> <li>Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Basic understanding of Health &amp; Safety</li> </ul>	✓	
Personal	Essential	Desirable
<ul style="list-style-type: none"> <li>Ability to resolve routine problems independently</li> </ul>	✓	

**GREATER THAN THE SUM OF ITS PARTS**

• High expectations of self and others	✓	
• Good organisational skills	✓	
• Remain calm under pressure	✓	
• Ability to ensure confidentiality	✓	
• Ability to use own initiative	✓	
• Approachable	✓	
• Ability to work within a team	✓	
• Reliable and trustworthy	✓	



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