

Person Specification



This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	Learning Support Worker	Post No	
School	Our Lady of the Wayside Catholic Primary School		
Salary Band/Range	Band B		
Responsible to:	Phase Leaders and Senior Leadership Team		

	Essential Criteria	Desirable Criteria	Measured By
Education & Qualifications	NVQ Level 2 or equivalent Good numeracy and literacy (e.g. GCSE Grade C in English and Maths or equivalent)	Training in the relevant learning strategies, e.g. literacy First aid training Evidence of related training or interests	Documentary evidence/ Application

Skills & Abilities	Effective use of ICT to support learning	Ability to use other equipment technology, e.g. video, photocopier, programmes/strategies	Application
	Ability to relate well with children and adults	Ability to self-evaluate learning needs and actively seek learning opportunities	Interview
	Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles		Application

Experience & Knowledge	Working with or caring for children in a learning environment. Experience of working in a team	Experience of working with children having a range of special needs	Application
	Experience of assisting children to use resources for learning.	Understanding of relevant policies/codes of practice and awareness of relevant legislation	Application
	Basic understanding of child development and learning.		Interview
	Basic knowledge of first aid		Application

Core Qualities	Personal Effectiveness: makes things happen; operates with resilience, flexibility and integrity.		
	Communication: shares and listens to information, opinions and ideas, using a range of effective approaches.	Able to provide objective and accurate feedback to pupils, parents and teachers	
	Self Awareness: learns continuously and effectively adapts behaviour in response to feedback.		
	Service Delivery: understands customer needs and responds appropriately and demonstrates continuous improvement. .		

Other Requirements	Commitment to promoting equality and diversity across the service		
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Compiled/Reviewed by	Carol Ashcroft
Date	May 2021