



## Person Specification

<b>JOB TITLE:</b>	<b>Learning Support Assistant Level 3 – Early Years</b>
<b>DATE:</b>	<b>December 2025</b>
<b>STATUS:</b>	<b>Final</b>

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
<b>Knowledge and qualifications</b>					
1. Early Years Educator Level 3 qualification or another approved full and relevant qualification as set out in the Early Years Qualification Requirements and Standards Document.	E	✓		✓	✓
2. Good knowledge and understanding of the Early Years' curriculum and other relevant learning programmes/strategies.	E	✓			
3. Current working knowledge and understanding of effective teaching, learning and behaviour management strategies and putting them into practice relevant to key stage applied for.	E	✓			
4. Thorough understanding of how young people learn and the core features of providing an effective curriculum to meet the needs of all children.	E	✓			
5. Knowledge of monitoring, assessment, recording and reporting of pupils' progress.	E	✓			
6. Paediatric first aid qualification or be willing to work towards.	E	✓			✓
<b>Experience</b>					
7. Experience of working in a school environment or Early Years setting.	E	✓		✓	
8. Experience of working with children with special educational needs.	D	✓		✓	

Skills and competencies					
9. Models good practice and leads by example with a positive attitude, demonstrating the school values of respect, responsibility and resilience.	E	✓		✓	
10. Ability to create a happy, challenging and effective learning environment.	E	✓		✓	
11. Ability to develop good relationships with children and to work with them to promote high standards of behaviour and co-operation.	E	✓		✓	
12. Ability to communicate effectively (both orally and in writing) for a range of purposes and demonstrate good organisational skills.	E	✓		✓	
13. Able to work well with a team of other staff, communicating accurately both verbally and written.	E	✓		✓	
14. Able to work with minimal supervision and use own initiative.	E	✓		✓	
Other					
15. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
16. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
17. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	
18. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E			✓	