



# Emotional Literacy Support Assistant (ELSA)

## Person Specification

The person specification shows the abilities and skills you will need to carry out the duties in the job description. You should indicate clearly how you meet these requirements with examples of impact when you fill in your application form and supporting statement.

The letters in the 'Assessment Method' column indicate in which element of the recruitment and selection procedure the evidence is intended to be collected.

Application Form	Supporting Statement	Interview
A	SS	I

Domain		Assessment Method	Requirement	
			Essential	Desirable
<b>Qualifications &amp; Training</b>				
1.	Basic general education	A	✓	
2.	ELSA training	A		✓
3.	NVQ Level 2/3	A		✓
4.	Evidence of continuous professional development and commitment to further professional development	A		✓
<b>Knowledge &amp; Experience</b>				
1.	Experience of working with children	SS / I	✓	
2.	Supporting learning within the Early Years Foundation Stage &/or Key Stage 1	SS/ I	✓	
3.	Previous Teaching Assistant experience	SS / I	✓	
4.	Working in partnerships with parents	SS/ I		✓
5.	Have experience of working with children with medical needs	SS/ I		✓
6.	Experience of working with children on the Autistic spectrum	SS / I		✓
7.	Previous ELSA experience	SS/ I		✓
8.	Knowledge and understanding the theory and practice of providing effectively for the individual needs of children	I	✓	
9.	The positive links necessary within school and with all its stakeholders	I	✓	
10.	Effective teaching and learning approaches	I	✓	
11.	Effective behaviour management skills	I	✓	
12.	Knowledge and understanding of the links between schools, especially partner school	I		✓
13.	Understanding the importance of 'community' and 'community cohesion'	I		✓
<b>Personal Skills, Attributes &amp; Competencies</b>				
1.	Able to develop appropriate trustful relationship with specific children	I	✓	
2.	Promote the school's aims and vision positively	I	✓	
3.	Develop good personal relationships within a team	I	✓	

4.	Establish and develop close working relationships with parents, governors and the community	SS/ I	✓	
5.	Communicate effectively	SS/ I	✓	
6.	Promote a happy, challenging and effective learning environment	I	✓	
7.	Use ICT to enhance children's learning. Use ICT as a day to day tool	SS/ I	✓	
8.	Willingness to undertake training in order to meet more complex cognitive, emotional and physical needs	SS/ I	✓	
9.	Show willingness to attend MAPA or other training should be required	SS/ I		✓
10.	Show evidence of commitment to taking an active part in school life including out of school activities & events	SS/ I		✓
11.	Good organisational skills	I	✓	
12.	Able to motivate self and others	I	✓	
13.	Calm under pressure	I	✓	