



Person Specification
Intervention Learning Assistant L3
Reading Recovery

Criteria	E/D	A/I
<u>Knowledge and Experience</u>		
Advanced understanding of the national curriculum and other learning programmes (within specified age range/subject area) e.g. knowledge of core subject areas etc.	E	A/I
Understanding of principles of child development, learning styles and independent learning	E	A/I
Experience of working with children in an educational setting (within specified age range/subject area)	E	A/I
Working knowledge of relevant policies/codes of practice/legislation	E	A/I
Understanding of statutory frameworks relating to teaching and learning	E	A/I
Understanding of inclusion, especially within a school setting	E	A/I
Experience of resources preparation to support learning programmes	E	A/I
<u>Qualifications and Training</u>		
Good standard of Education up to GCSE or equivalent including Maths and English - Excellent literacy and numeracy skills	E	A
Minimum 2 years experience of working with students in an educational setting (within specified age range/subject area)	D	A/I
Relevant degree/NVQ 3/4 or equivalent in supporting teaching and learning in schools, Diploma in Childcare & Education or other relevant qualification in childcare/teaching	E	A
Training in special educational needs strategies	E	I
Good ICT skills to support learning	E	A/I
<u>Skills and Abilities</u>		
Ability to work effectively within a team environment, understanding classroom roles and responsibilities	E	A/I
Ability to demonstrate, lead and motivate a team of staff, ensuring effective communication and deployment	E	A/I
Ability to build and maintain effective working relationships with all pupils and colleagues	E	A/I
Ability to promote a positive ethos and role model positive attitudes	E	A/I
Ability to work with students at all levels regardless of specific individual need and identify learning styles as appropriate	E	A/I
Ability to adapt own approach in accordance with student needs	E	A/I
Ability to continually develop and extend own working practices	E	A/I
Ability to build and maintain successful relationships with students, treat them with consistency, with respect and consideration and demonstrate concern for their development as learners.	E	A/I
Demonstrate and promote the positive value, attitudes and behaviour they expect from the students with whom they work	E	A/I
<u>Commitment to Equal Opportunities</u>		
Ability to understand and demonstrate commitment to equality and diversity	E	A/I

E = Essential element D = Desirable element A = Assessed via the application form I = Assessed at Interview