**Person Specification**

**Lead Reading Learning Support Assistant**

|  |  |  |
| --- | --- | --- |
| **Qualifications** | **Essential** | **Desirable** |
| NVQ 2 or equivalent qualifications or relevant experience | **🗸** |  |
| 5 GCSE’s or equivalent, Grade C/ 4 or above, including English, Maths and Science grade | **🗸** |  |
| Degree or equivalent |  | **** |
| **Experience** | **Essential** | **Desirable** |
| Working with or caring for young people | **🗸** |  |
| Working with children who have Special Educational Needs or Disabilities (SEND) |  | **🗸** |
| Working in a school environment | **🗸** |  |
| Leading a successful project and managing staff | **** |  |
| Monitoring outcomes and evidencing impact | **** |  |
| **Knowledge & Skills** | **Essential** | **Desirable** |
| Knowledge of phonics |  | **** |
| Strong written language/ communication skills | **🗸** |  |
| Excellent numeracy skills | **🗸** |  |
| Excellent knowledge of Word and Excel | **** |  |
| First aid training (or willingness to undertake) | **🗸** |  |
| Comprehensive understanding of safeguarding rules and regulations that apply within a school environment | **🗸** |  |
| Basic understanding of child development and learning | **🗸** |  |
| Effective use of ICT to support learning | **🗸** |  |
| **Personal Qualities** | **Essential** | **Desirable** |
| Works well as a member of a team | **🗸** |  |
| Good communication skills | **🗸** |  |
| Flexible | **🗸** |  |
| Patient, positive, approachable and friendly | **🗸** |  |
| Strong behaviour management | **🗸** |  |
| Maintains confidentiality | **🗸** |  |
| Ability to relate well to children and adults | **🗸** |  |
| Display commitment to protection and safeguarding of children and young people | **🗸** |  |