



Person Specification

Learning Assistant

		Essential	Desirable	Where Measured
Knowledge	Demonstrate an understanding of the national curriculum and other basic learning programmes/ techniques (within specified age range/subject area e.g. Numeracy and Literacy strategies)		✓	Application/interview
	An awareness and an understanding of issues of inclusion, especially within a school setting	✓		
	Training in Special Educational Needs strategies		✓	
Skills & abilities	Ability to work effectively within a team environment, understanding classroom roles and responsibilities	✓		Application/interview
	Ability to build effective working relationships with all pupils and colleagues	✓		
	Ability to promote a positive ethos and promote a positive attitude as a role model	✓		
	Ability to work with children at all levels regardless of specific individual need e.g. individual learning styles	✓		
	Ability to promote the positive values, attitudes and behaviour that are expected from the pupils with whom they work in accordance with the schools aims	✓		
	Able to liaise sensitively and effectively with parents and carers recognising the role in pupils' learning	✓		
	Excellent numeracy and literacy skills as required	✓		Application
	Ability to undertake structured and agreed learning activities	✓		Application/interview
	Ability to undertake clerical/administrative duties and provide support as required	✓		
	The ability to prepare and organise a range of resources to support learning programmes		✓	
	Effective use of ICT to support learning		✓	Application
	Training in the literacy/numeracy strategy		✓	
	Training in Special Educational Needs strategies		✓	



Person Specification

		Essential	Desirable	Where Measured
Experience	Relevant experience of working with and/or caring for children within a specified age range/subject area		✓	Application
	Above within an educational setting		✓	
Qualifications	NVQ II or equivalent in Teaching Assistance		✓	Application
	GCSE Grade C or above or equivalent		✓	
Professional values & practice	Must be able to demonstrate all of the following: Ability to understand, build and maintain successful relationships with pupils and colleagues, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners.	✓		Application/interview
Other circumstances	Participate in relevant training and development opportunities	✓		Application
	Undertake appointed person certificate in first aid administration		✓	
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓		Application/interview
	An ability to fulfil all spoken aspects of the role with confidence through the medium of English	✓		Interview