Person Specification – Learning Support Assistant

	Essential	Desirable
1.Qualifications	Candidate will have a qualification in Literacy and Numeracy equivalent to GCSE Grade A*-C or Level 2, on the national vocational framework.	Working towards NVQ/VRQ Level 2 Teaching Assistant qualification.
2.Experience	Experience of working as a Learning Support Assistant in a Primary school. Understanding of the curriculum Experience of working with children with social, emotional and mental health needs	One year (or more) experience as a Learning Support Assistant in a Primary school. Wider experience of working with pupils of primary age within an appropriate context
3. Health	Appointments are subject to a satisfactory health check	
4. Knowledge/Skills	▪ Appropriate knowledge of First Aid ▪ Ability to relate well to children and adults. ▪ Work closely with colleagues and work as a member of a team. ▪ Show a commitment to children's personal as well as academic development. ▪ A willingness to continue professional development and a commitment to lifelong learning. ▪ Operate basic technology - camera, photocopier, computer	
5. Personal qualities	▪ Creative. ▪ Ability to work calmly and flexibly within a team, motivating students ▪ Demonstrate a flexible and positive approach ▪ Commitment to excellence. ▪ Good organisational skills. ▪ Enthusiasm and commitment. ▪ Complete confidentiality. ▪ A "people" person. ▪ A good sense of humour. ▪ Reliability, patience and resilience under pressure	
6. Letter of application	An ability to present a clearly thought out desire to work within a school environment to support teachers in their work and to enable children to give of their best.	
7. Reference	Two fully supportive references which cover the applicant's professional and personal strengths.	
8. Safeguarding	St Andrew's CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The postholder will be subject to a satisfactory DBS Disclosure check and a DBS Barred List check.	