**PERSON SPECIFICATION – Learning Support Assistant**

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|  | **Essential or Desirable** | **To be tested by** |
| **EXPERIENCE AND JOB RELATED KNOWLEDGE** | | |
| Experience of working in a primary school setting | Essential | Application Form/Interview |
| Knowledge of the National Curriculum guidelines & EYFS | Essential | Interview |
| Experience of working one to one and in small groups with children with SEND | Essential | Application form/Interview |
| Experience of planning and delivering targeted interventions | Essential | Application Form/Interview |
| Completion of DfES Teaching Assistant Induction programme, plus NVQ3 and a current paediatric first aid certificate for EYFS. | Desirable | Application form/Interview |
| Experience of establishing effective working relationships | Essential | Interview/  References |
| Experience and knowledge of TEACCH or ABA strategies to support children with ASD | Desirable | Application Form/Interview |
| **PERSONAL QUALITIES/SKILLS** | | |
| The ability to show initiative, take direction, and work independently and as part of a team | Essential | Interview/  References |
| The ability to manage, organise and motivate children | Essential | Interview |
| The ability to observe and assess children’s progress and set targets to take them forward | Desirable | Interview |
| The ability to use ICT, video and photographic equipment | Essential | Application Form/Interview |
| An enthusiasm and energy for working with children of all abilities | Essential | Interview |
| A commitment to equal opportunities and respect for diversity | Essential | Interview |
| The ability to work in a way that promotes the safety and well-being of children | Essential | Interview |
| A good level of written and oral skills | Essential | Application Form/Interview |
| The ability to be adaptable and demonstrate positivity | Essential | Interview |