

PERSON SPECIFICATION – LEARNING SUPPORT ASSISTANT

	Essential	Desirable	Assessed via		
QUALIFICATIONS:					
GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths	✓		Application form and interview		
A relevant childcare, health or social care qualification at level 2 or be working towards a relevant qualification		✓			
EXPERIENCE:					
Experience working in a school or similar environment		✓	Application form and interview		
Experience working with children or young people with special educational needs (SEND)		✓			
Experience planning and delivering learning activities		✓			
KNOWLEDGE AND SKILLS:					
Good literacy and numeracy skills		✓	Interview		
Good organisational skills	✓		Interview		
Ability to build effective working relationships with pupils and adults	✓		Task		
Skills and expertise in understanding the needs of pupils		✓	Task		
Knowledge of how to help adapt and deliver support to meet individual needs		✓	Interview		
Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils		✓	Interview		
Excellent verbal communication skills	✓		Interview/ Task		
Ability to remain calm in stressful situations	✓		Interview		
Understands safeguarding procedures relating to the role	✓		Interview		
Good ICT skills, particularly in using ICT to support learning		✓	Interview		
Willing to participate in full range of curriculum activities	✓		Interview		
PERSONAL QUALITIES:					
Commitment to maintaining confidentiality at all times	✓		Interview		
The candidate is willing to put our children at the centre of all they do at work	✓		Interview		
Excellence record in both attendance and punctuality	✓		Reference		
Enjoyment of working with children	✓		Interview		
Sensitivity and understanding, to help build good relationships with children	✓		Interview Task		
Ability to work both at teacher direction and, where appropriate at own initiative	✓		Task In Tray		
Approachable, polite and professional	✓		Interview		
Flexible and able to manage last minute changes when required	✓		Interview		
High expectations of self and others	✓		Interview		
Well-presented in line with requirement of the role	✓		Interview		
Committed to equality of opportunity for all	✓		Interview		
Resilient, positive, forward looking and enthusiastic about making a difference	✓		Interview		