

THE WINDMILLS JUNIOR SCHOOL

PERSON SPECIFICATION - LEARNING SUPPORT ASSISTANT GRADE 3

QUALIFICATIONS AND TRAINING	Essential	Desirable
Good standard of education – 5 GCSE's or equivalent	✓	
NVQ Level 2 for Teaching Assistants or equivalent		✓
Evidence of professional development or learning - in-house training, INSET		✓
Knowledge of SEN Code of Practice		✓
EXPERIENCE		
Experience of working with children	✓	
Experience of working as part of a team	✓	
Experience of working as a LSA / TA / INA within a school setting		✓
KNOWLEDGE AND UNDERSTANDING		
An understanding of how children learn and how to unpick learning for them		✓
Knowledge of primary phase Literacy and Numeracy		✓
Understanding of the primary school ethos and its effect on teaching and learning		✓
Awareness of use of positive strategies to manage behaviour		✓
SKILLS		
Ability to establish and develop relationships with all involved in the school	✓	
Ability to communicate in writing and orally	✓	
Flexible and approachable	✓	
Ability to deal sensitively with other people	✓	
Competent in the use of ICT	✓	
Positive and energetic approach to work	✓	
Ability to demonstrate active listening skills	✓	
Ability to provide good levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs, encouraging pupils to stay on task and increasing motivation to succeed	✓	
Ability to monitor pupils' responses to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes	✓	
Ability to offer constructive feedback to pupils to reinforce self-esteem	✓	
To build a good working partnership with the class teacher – discussing and implementing changes together to the learning plan.	✓	
Be willing to provide medical support for children including administering medicine as indicated on individuals' health care plans (such as monitoring diabetic children, or those with epilepsy – full training will be given)	✓	
ATTITUDES & RESPONSIBILITIES		
A positive and consistent approach	✓	
A commitment to your own learning and career development	✓	
An ability to form warm, effective relationships with children	✓	
Full understanding on the need to maintain confidentiality on all school matters	✓	
Know and take responsibility for the safeguarding of all pupils in line with policies	✓	