

**Learning Support Assistant**

Person Specification

|  |  |  |
| --- | --- | --- |
| **REQUIREMENT** | **ESSENTIAL** | **DESIRABLE** |
| **LEGAL REQUIREMENTS** | Enhanced DBS Clearance |  |
| **QUALIFICATIONS**  Principally assessed through letter and application form | GCSE A\* - C in English, Science and Maths. | NVQ Level 3 in Childcare, BETC or NNEB |
| **EXPERIENCE and PROFESSIONAL COMPETENCE**  Principally assessed through letter, application form and lesson observation | Experience of working with Primary/Secondary children  Knowledge and understanding of Equal Opportunities  Knowledge of Health and Safety issues |  |
| **KNOWLEDGE**  Principally assessed through letter and interview process | An understanding of child development and appropriate levels of childcare | SEN and IEPs |
| **COMMUNICATIONS**  Principally assessed through letter and interview process | Have excellent written and verbal communication skills  Ability to use IT technology |  |
| **PERSONAL ATTRIBUTES**  Principally assessed through references, letter and interview process | To be committed to safeguarding and promoting the welfare of children and young people  Ability to motivate individuals to perform effectively  Ability to innovate and contribute to new initiatives    Commitment to working in partnership with parents  Awareness of and respect for, the needs of the individual child and their families, including multi-cultural and inclusive practices.  Ability to work when the school is open (Term Time working)  Flexibility and willingness to be involved in the school  Good record of attendance and punctuality  Work effectively as a member of a team  Be an effective role model through presentation and personal conduct  Enthusiasm, energy, vigour, reliability and integrity |  |