**Thomas Jones Primary School**

**Person Specification**

**Title of Role: Learning Support Assistant**

|  |  |  |  |
| --- | --- | --- | --- |
| **Qualifications, knowledge , experience, skills and abilities** | | | |
| **Essential (E) or Desirable (D)** | **Requirements** | **Assessment Criteria** | |
| **Application Form** | **Interview** |
| E | * Good basic level of education | √ | √ |
| E | * Experience of working with young children (in a paid or voluntary capacity) | √ | √ |
| E | * Physically able to join in all activities such as PE, playtime duty – as required |  | √ |
| E | * Knowledge and understanding of: * The needs of young children * Behaviour management strategies * The roles played by various adults in child’s education * Child development and they ways in which children learn | √ | √ |
| E | * Be able to: * Help professional staff to achieve their objectives * Work 1:1 with children with additional needs * Assist children on an individual basis, in small group and whole class learning * Foster independence in a range of situations * Supervise children, and adhere to defined behaviour management policies * Liaise and communicate effectively with others * Demonstrate good organisational skills * Reflect on and develop professional practice * Contribute to assessment in the form of oral feedback and written comments * Make and maintain basic teaching resources | √ | √ |
| E | * Ability to communicate positively and effectively with excellent written and spoken Standard English | √ | √ |
| D | * GCSE Mathematics and English | √ | √ |
| D | * A relevant qualification in Childcare and/or Education | √ | √ |
| D | * Being a paid worker in schools, play schemes, creches, midday supervision, after-school clubs or similar | √ | √ |
| **Personality and Values** | | | |
| * Be warm and have a positive mind set * Be flexible and resilient, and assist teachers and senior leaders with whole school priorities when necessary * Be hard working, organised and self-motivated * Be able to use initiative to prioritise workload without constant supervision * Be calm under pressure * Have the ability to retain a sense of perspective * Adopt a reflective approach to work and uundertake training as required in order to fulfil the requirements of the role * Demonstrate attributes of discretion, tact and diplomacy * Show initiative, drive and commitment to training and on-going improvement * Be collegiate and demonstrate good interpersonal skills, taking on-board advice and guidance * Have the ability to build a strong rapport with the pupils they work with * Be fully compliant with the statutory requirements of legislation including a commitment to safeguarding | | | |