**Thomas Jones Primary School**

**Person Specification**

**Title of Role: Learning Support Assistant**

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| **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
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