



Penn Wood Primary and Nursery School

'Better Never Stops: Community, Kindness, Respect, Excellence'

Penn Road, Slough Berkshire, SL2 1PH

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Post Title:	Learning Support Assistant (LSA) – Early Years Fixed term contract (up to one year) maternity cover
School:	Penn Wood Primary and Nursery School
Salary and Grade:	Experienced Level: Slough Pay Level 3 – SCP 5-7
Day-to-Day Management	Class Teacher
Line Management:	Senior Leadership Team
Supervisory Responsibilities:	N/A

Person Specification

Post Overview:

The postholder will work in close partnership with teachers and other professionals to support children within Early Years and assist in the high-quality delivery of the curriculum, supporting children's learning, including those with additional needs. The individual will show clear commitment to the vision and values of the school and will significantly contribute to the creation of a positive and inclusive learning environment and the school's pursuit of excellence.

We value a wide range of experience, and in particular, those with a background in early years education and hands-on experience in supporting children's learning. We're looking for an individual who is adaptable, passionate about education, and committed to creating a supportive and inclusive learning environment for all pupils.

Essential Criteria:

Qualifications & Training:

QT1 Education at GCSE-level (or equivalent) in English and Mathematics at grade C/4 or above.

QT2 Level 2 or Level 3 qualification in Supporting Teaching and Learning, or equivalent.

QT3 Relevant study related to the primary curriculum or education at degree level or above will be considered.

and/or

QT4 Extensive experience in a school setting with evidence of excellent impact on pupils' achievement and/or well-being.

Experience:

- E1 Experience of working in a school or educational setting, with a focus on supporting children's learning in Early Years.
- E2 Experience supporting children with additional learning needs, including Special Educational Needs and Disabilities (SEND), emotional or social challenges and/or English as an additional language (EAL).
- E3 Experience working under the guidance of a class teacher, providing support to both individuals and small groups.
- E4 Experience in supporting children to access and engage with the Early Years curriculum, including learning strategies which stretch and challenge all children.
- E5 Experience in fostering inclusion and supporting a range of learning styles and needs.

Skills & Abilities:

- S1 Strong oral and written communication skills to work effectively with children, staff, parents and carers and other professionals.
- S2 Ability to adapt learning materials and approaches to meet the diverse needs of children.
- S3 Excellent organisational skills with the ability to manage and prioritise tasks in a busy classroom environment.
- S4 Patience and empathy to support both the academic and emotional development of children.
- S5 Ability to engage children and inspire confidence, promoting a love of learning and self-efficacy.
- S6 Ability to work effectively as part of a team, openness to work under direction but also the ability to take initiative when required.
- S7 Commitment to consistent, fair and positive management of behaviour, offering clear guidance, and providing structure so that children expect predictability and feel safe and secure.
- S8 A deep commitment to their own professional learning and development and engagement in methods to enhance their own practice.

Knowledge:

- K1 Understanding of child development and/or effective learning strategies, relevant to primary-age children.
- K2 Knowledge of safeguarding and child protection practices and the importance of these.
- K3 Familiarity with strategies for supporting children with Special Educational Needs and Disabilities (SEND) and EAL learners.

- K4 Awareness of the National Curriculum and its application within Early Years.
- K5 Knowledge of strategies for promoting inclusion and supporting all children to reach their potential.

Personal Attributes:

- P1 Synergy with the vision and values of the school and a commitment to these.
- P2 Enthusiastic, committed, and passionate about supporting children's learning and development.
- P3 A collaborative and team-player attitude, with the ability to work independently when required.
- P4 Professional and approachable in all aspects of the role.
- P5 Reliable and trustworthy in all aspects of the role, including an understanding of the need for confidentiality.
- P6 Resilient and adaptable to a fast-paced school environment with high expectations.
- P7 Ability to maintain confidentiality and handle sensitive information appropriately.

Desirable Criteria:

Qualifications & Training:

- DQT1 Specific qualifications related to supporting children with Special Educational Needs (SEN), such as autism awareness, speech and language support, or dyslexia.
- DQT2 Additional language skills, particularly if the school has a diverse EAL population.
- DQT3 First Aid Training or a willingness to undertake this in the future.

Experience:

- DE1 Experience supporting children with specific needs, such as autism spectrum disorder, dyslexia, or speech and language challenges.

Skills & Abilities:

- DS1 Ability to use assistive technology, digital tools, or learning resources to support pupils.