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| **area** | **ESSENTIAL (D)****PERSONNEL SPECIFICATION LEARNING SUPPORT ASSISTANT/ LUNCHTIME SUPERVISION** | **DESIRABLE** | **CRITERIA WILL BE MEASURED BY** |
| **Experience:** | * Experience of working in a team situation.
* Experience of working with or caring for children of relevant age e.g. voluntary organisation or parental/caring responsibilities.
* Provide evidence of having previously spoken fluently to customers at an Intermediate Threshold Level.
 |  | Application form, references, interview |
| **Qualifications/****Training:** | * GCSE English and Maths or equivalent e.g. Adult Literacy/Numeracy at level 1.
* Qualifications relating to the post e.g. Health/ Childcare, first aid qualification
* Willingness to participate in development and training opportunities.
 |  | Application form, references, interview |
| **Knowledge/ Skills:** | * Will possess knowledge of the School’s relevant procedures or practices.
* Will have an outline understanding of relevant legislation.
* Will have knowledge of some of the policies covering their service area.
* Problem solving skills.
* Good communication skills.
* Good numeracy/literacy skills.
* Basic ICT skills.
* An understanding of the needs of a multicultural society.
* An understanding of the issues relating to pupils who have additional learning needs, more able and special educational needs.
* Knowledge of childcare.
* Awareness of child development.
* Knowledge and commitment to schools Equality policy.
* Ability to relate well to pupils and adults.
* Ability to work constructively as part of a team.
* Ability to remain calm under pressure.
* Demonstrate a commitment to working with children of the relevant age.
* Demonstrate good co-operative, interpersonal and effective listening skills.
* Maintain confidentiality in matters relating to the school, its pupils, parents or carers.
* Ability to perform all duties and tasks with reasonable adjustments where necessary.
* Ability to cope with the requirements of the post, which will include working with pupils who have emotional/ behavioural/physical difficulties.
* In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Intermediate Threshold Level.
 |  | Application form, references, interview |