

Person Specification

Specialist Learning Support Assistant

Person Specification for an LSA

Qualifications

- ❖ GCSE or NVQ Level 3 in Maths and English (A* - C)
- ❖ Level 3 NVQ in Childcare - desirable

Knowledge and experience

- ❖ Knowledge of primary curriculum
- ❖ Awareness of the SEND Code of Practice
- ❖ Understanding of how children learn and how to develop positive behaviour for learning.
- ❖ Relevant experience of working with SEND children with a range of complex needs
- ❖ Have completed training in SCERTS (or similar) - desirable
- ❖ Have completed training in ELKAN (or similar) - desirable

Skills and Abilities

- ❖ Ability to engage and relate to children effectively and in a calm and patient manner
- ❖ Good interpersonal skills to engage parents, carers and other professionals
- ❖ Strong communication skills
- ❖ Very good numeracy and literacy skills
- ❖ Excellent time management and the capability to plan and prioritise tasks
- ❖ Good ICT skills
- ❖ Working as part of a team
- ❖ Ability to adapt plans/teaching to enable children to access their learning
- ❖ A desire to continuously improve skills and knowledge
- ❖ Ability to maintain a positive approach with a focus on high achievement for all regardless of their starting point

Other requirements

- ❖ Commitment to the school vision and ethos
- ❖ Commitment to promoting equal opportunities and meeting the needs of SEND pupils
- ❖ Commitment to safeguarding and promoting the welfare of children and young people
- ❖ Good attendance record

All Staff at Burnt Ash primary School are expected to maintain our agreed standards;

- ❖ Be ambassadors for the school
- ❖ Embrace a challenging culture - where only the best is good enough
- ❖ Demonstrate a positive mind-set - aspiring to be the best they can be and support others to do the same
- ❖ Communicate in a clear and positive manner to different audiences – children, parents, staff and visitors. They will use appropriate body language and non-verbal expression
- ❖ Role model politeness and respect to others – including colleagues, children and parents.
- ❖ Use time efficiently, both their own and others'
- ❖ Be proactive regarding their professional development and learning
- ❖ Be reflective about their own practice and consider its impact
- ❖ Be creative and prepared to try out new ideas
- ❖ Always role model high expectations
- ❖ Dress in a smart, professional and appropriate manner