

# HEARTS Academy Trust

## Learning Support Assistant (LSA) Person Specification

General heading	Detail	Examples
<b>Qualifications &amp; Experience</b>	Specific qualifications & experience	Successful experience working with children in a school/early years environment - (essential) Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience - (essential) All staff employed as LSAs will have GCSE / English and maths. Headteachers have discretion to support TAs (only) to undertake a maths / English equivalency qualification. Completion of DfE induction programme - (desirable but not essential)
	Knowledge of relevant policies and procedures	Basic knowledge of First Aid and understanding of the school
	Literacy	Good reading and writing skills
	Numeracy	Good numeracy skills
	Technology	Knowledge of basic ICT to support learning, i.e. Word, Powerpoint, Excel
<b>Communication</b>	Written	Supporting teachers to write basic reports
	Verbal	Ability to use clear language to communicate information Ability to listen effectively
	Languages	Overcome communication barriers with children
	Negotiating	Consult with children and their families and carers and other adults
<b>Working with children</b>	Behaviour Management	Understand and implement the school's behaviour management policy
	SEND	Ability to understand and support children with developmental difficulty or disability
	Curriculum	Good understanding of the school curriculum
	Child Development	Good understanding of the general aspect of child development Ability to assess progress and performance
	Health & Well-being	Understand and support the importance of physical and emotional wellbeing
<b>Working with others</b>	Working with partners	Understand the role of others working in and with the school Understand and value the role of parents and carers in supporting children
	Relationships	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults
	Team work	Ability to work effectively with a range of adults

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Registered office: HEARTS House, 2 Mount Road, Wickford, Essex SS11 8HE



**Stambridge**  
Primary School and Nursery



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	Information	Know when, how and with whom to share information Ability to follow instructions accurately
<b>Responsibilities</b>	Organisational skills	Good organisational skills Ability to remain calm under pressure
	Line Management	Ability to support the work of volunteers and other teaching assistants in the classroom
	Time Management	Ability to manage own time effectively
	Creativity	Demonstrate creativity and an ability to resolve routine problems independently
<b>General</b>	Equalities	Awareness of and commitment to equality
	Health & Safety	Basic understanding of Health & Safety
	Child Protection	Understand and implement child protection procedures
	Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
	CPD	Be prepared to develop and learn in the role