

**Kewstoke Primary School.
Person Specification for Learning Support Assistant (JG3)**

	Essential	Desirable
1. Qualifications & Experience	<ul style="list-style-type: none"> • Have experience of working with children • Experience of working in a school environment • GCSE Grades A-C in both English and Maths • Good Numeracy, literacy and communication skills • Experience in supporting children with challenging behaviour and using de-escalation techniques • Experience of working with a child with additional needs on a 1:1 basis 	<ul style="list-style-type: none"> • First Aid Certificate • TEAM TEACH trained • Training in the relevant other learning strategies e.g. Numicon, Read, Write Inc etc. • Experience in supporting children's learning in Key Stage • Hold child care qualification NVQ L 2 or equivalent
2. Knowledge & Key Skills	<ul style="list-style-type: none"> • Have a working-knowledge of child development • Be able to effectively support and assist children to develop their self-esteem and confidence. • Be able to communicate effectively with a wide range of people • Be able to use ICT effectively to support learning and maintain up-to-date planning, resources and records of achievement • Have a general understanding of national curriculum and other basic learning programmes and/strategies • Be organized and efficient with paperwork and filing • Be able to self-evaluate learning needs and actively seek appropriate learning opportunities 	
3. Professional and Personal Qualities	<ul style="list-style-type: none"> • An absolute passion and determination to provide the best education for our children and families • The ability to forge strong rapport at all levels of the school and with all stakeholders • A sense of humour and a positive attitude that will enhance life in and around school • A willingness to enter into the full life of the school and the wider community • Be committed to working constructively as part of a team, understanding classroom roles and responsibilities • Display enthusiasm, patience and flexibility in the post. • Be committed to the implementation of the school's equal opportunities policy • Be willing to undertake additional training/staff development as appropriate • Have an ability to reflect on your own professional practice • An ability to provide a safe, organised and innovative learning environment • An enthusiasm to develop a curriculum which inspires children's learning • A commitment to promote and maintain the ethos, values and aims of the school • Effective communication and organisational skills • High expectations of behaviour and achievement 	
4. Application to include:	<ul style="list-style-type: none"> • A clear succinct statement of your experience to date and how you have supported children with behavioural needs / special educational needs within a mainstream setting. 	
5. References	<ul style="list-style-type: none"> • Two current references that support the requirements in the Person Specification (please can you include phone numbers and e-mail addresses for referees) 	
6. Interview	<ul style="list-style-type: none"> • Interview date as per advert • If successful, you will be notified by telephone/email. • The successful candidate will be required to have an enhanced DBS check 	