

THE FITZWIMARC SCHOOL

PERSON SPECIFICATION

(E) essential
(D) desirable

LEARNING SUPPORT ASSISTANT

Experience	<ul style="list-style-type: none"> • Successful recent experience working with secondary age children (D) • Successful recent experience of working with children with special educational needs (incl learning, behavioural and physical) (D) • Working effectively as part of a team (D) • Experience of record keeping and assessment (D) • Experience of providing personal care to pupils with physical disabilities (D)
Qualifications	<ul style="list-style-type: none"> • GCSE/NVQ Level 2 literacy and numeracy skills (E) • Good general standard of education – GCSE or equivalent (E)
Knowledge & Skills	<ul style="list-style-type: none"> • Working knowledge of ICT to support learning (D) • A genuine enjoyment of learning (E) • The ability to encourage, support and motivate pupils individually and in small groups (E) • Ability to assist students in developing independence of learning (E) • Ability to support the development of literacy and numeracy in students (E) • Willingness to achieve a certificate in learning support (or equivalent) to further own learning (E) • Willingness to undertake training in IT packages for SEN pupils (E) • Willingness to undertake training in Health & Safety issues relating to individual pupils with special needs e.g. Epipen training, use of stair climber etc. (E) • Willingness to work with and receive training as necessary to assist pupils with physical needs (D)
Aptitudes	<ul style="list-style-type: none"> • Work effectively as part of a team with other staff / parents and carers/ agencies and contribute to group thinking, planning etc. (E) • Effective time management and good organisation skills(E) • Build rapport with adults and children (E) • To be flexible (E) • Robust and resilient, not easily shocked (E) • Able to listen to and act on advice and follow instructions accurately(E) • Use own initiative and work independently (E) • Resourceful (E) • Excellent communication skills with adults and children, verbally and in writing (E) • Motivate, inspire and have high expectations of pupils (E) • Creative approach to problem solving (E) • Balance approach to difficulties using nurture and structure (BBC approach) (E) • Tenacious (E) • Ability to adapt quickly and effectively to changing circumstances/situations and to adapt to a variety of roles in the classroom, depending on the subject and the individual teaching styles (E) • Work calmly and effectively under pressure and maintain self-motivation (E) • Committed to personal and professional development (E) • Ability to critically evaluate own performance (E) • Awareness of, and commitment to, equalities issues (E) • A sense of humour (E)

