

PERSON SPECIFICATION

Learning Support Assistant at Sunnymede Junior School

	ESSENTIAL	DESIRABLE
Experience	<ul style="list-style-type: none"> Successful recent experience working with primary children Working effectively as part of a team 	<ul style="list-style-type: none"> Successful recent experience working as a Teaching Assistant, Learning Support Assistant or similar role in school Experience of leading interventions Experience of teaching phonics at KS1/2 Experience of working with pupils with SEND, ASD, social and emotional needs or challenging behaviour
Qualifications	<ul style="list-style-type: none"> Possess a good standard of English (spoken and written) and maths, with GCSE levels (grade A-C) Good general standard of education 	<ul style="list-style-type: none"> NVQ Level 2 or 3 or learning support or other equivalent qualification Induction training for teaching assistants Evidence of continuing professional development
Knowledge & Skills	<ul style="list-style-type: none"> Good knowledge and understanding of general aspects of child development 	<ul style="list-style-type: none"> Basic knowledge of first aid Understanding of child protection policies and procedures Knowledge of relevant codes of practice and school policies Knowledge of basic ICT to support learning Knowledge of progression in phonics to support reading and writing Knowledge and understanding of SEND, ASD, social, and emotional needs or specific behavioural difficulties
Communication	<ul style="list-style-type: none"> Able to write accurate reports Ability to use clear language to communicate information unambiguously Ability to listen effectively Seek support to overcome communication barriers with pupils and adults Ability to negotiate effectively with adults and pupils 	
Working with children	<ul style="list-style-type: none"> Ability to demonstrate the effective implementation of the school's behaviour policy Ability to set high standards and communicate expectations A commitment to a firm, clear and consistent approach Ability to understand and support pupils' learning A good understanding of the National Curriculum Delegating tasks and responsibilities and monitoring outcomes Can show understanding of the needs of pupils Ability to support pupils to develop as independent learners Understand and support the importance of physical and emotional well-being 	<ul style="list-style-type: none"> Ability to assess progress and performance
Working With Others	<ul style="list-style-type: none"> Ability to make a proactive contribution to the school team Work effectively with a range of adults Understand the role of others working in and with the school Seek advice from both within and outside 	

	ESSENTIAL	DESIRABLE
	<p>the team</p> <ul style="list-style-type: none"> • Understand and value the role of parents and carers in supporting pupils 	
Personal Attributes	<ul style="list-style-type: none"> • Open and approachable. Self- confident but self -critical • Team player who is able to motivate and inspire • Excellent empathy • Patient and positive • Sense of humour • Stamina and ability to work and remain calm under pressure • Well organised • Flexible • Open-minded • Shows respect and a caring attitude towards staff, pupils and parents • Build rapport with adults and pupils • Ability to establish respectful and trusting relationships with pupils, their families and other adults • Has a commitment to the ethos of our school • Someone who wants to make a difference • Manages own time effectively • Creative • Ability to resolve problems independently • Ability to show initiative • Committed to personal and professional development 	

