



Learning Support Assistant – Person Specification

		Essential	Desirable
Qualifications & Experience	Specific qualifications & experience	Experience of working with children within an educational setting Basic Knowledge of First Aid Experience of working with children with Speech and Language needs	Childcare qualification NVQ Level 2 in Learning Support (or equivalent) Paediatric First Aid qualification
	Literacy and Maths	Good reading and writing skills Good spoken English Ability to count and undertake basic calculations	
	Technology	Confident in working with basic computer software (Word etc...)	Experience of using technology to support learning
Communication	Written	Ability to complete basic forms and reports	
	Verbal	Ability to exchange routine verbal information clearly with children and adults	
	Languages	Seek support to overcome communication barriers with children and adults	
	Negotiating	Consult with children and their families and carers and other adults	
Working with children	Behaviour Management	Understand and implement the school's behaviour management policy	Experience of adapting behaviour management techniques to meet individual needs

	Safeguarding Children / Child Protection	Ability to form and maintain appropriate relationships and personal boundaries with children and young people Emotional resilience in working with challenging behaviours Positive attitude to use of authority and maintaining discipline Good understanding and effective implementation of child protection procedures	
	Extent of contact	This post involves high levels of contact with children and young people	
	SEN	Understand and support the differences in children and adults and respond appropriately	Experience of working with Education Health Care Plans (EHCP)
	Curriculum	Basic understanding of the school curriculum	
	Child Development	Basic understanding of the way in which children develop Understanding of delayed development	Demonstrate a commitment to professional learning regarding relevant issues
	Health & Well being	Understand the importance of physical and emotional wellbeing Experience of working with children with significant health and learning needs	Understanding of
Working with others	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 other adults in the school and those from outside agencies	
	Information	Ability to provide timely and accurate information	
Responsibilities	Organisational skills	Good organisational skills	Ability to prioritise and use own initiative
	Time Management	Ability to manage own time effectively	
	Creativity	Ability to follow instructions	
General	Equalities	Awareness of and commitment to the promotion of equality	
	Health & Safety	Demonstrate a commitment to promoting Health and Safety	
	Confidentiality/ Data Protection	Demonstrate a willingness to follow procedures and legislation relating to confidentiality	Awareness of GDPR guidelines
	CPD	Demonstrate a clear commitment to developing and learning in the role and constantly improving own practice/knowledge through self-evaluation and learning from others Willingness to contribute to the wider life of the school.	