

**LANCASTER SCHOOL**  
**LEARNING SUPPORT ASSISTANT - PERSON SPECIFICATION**



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Level 2 literacy and numeracy skills or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Good general standard of education</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Working with or caring for children, young people or vulnerable adults of relevant age</li> </ul>	<ul style="list-style-type: none"> <li>Working in a classroom setting</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>Awareness of practices and knowledge of other services that support education relating to the welfare, safety and education of young people</li> <li>Basic understanding of child development and learning</li> </ul>	<ul style="list-style-type: none"> <li>General understanding of national curriculum and other basic learning programmes and strategies</li> </ul>
Skills/ability	<ul style="list-style-type: none"> <li>Ability to take responsibility for own professional development.</li> <li>A willingness to undergo further training to enhance your professional capability</li> <li>Ability to respect the comfort and dignity of young people at all times but especially during intimate care</li> </ul>	<ul style="list-style-type: none"> <li>Ability to observe and evaluate learning</li> <li>Understanding of classroom situation and your role and responsibility within it as part of the class team, as well as the school team</li> </ul>

Personal qualities	<ul style="list-style-type: none"> <li>• Honesty</li> <li>• Trustworthiness</li> <li>• Lively mind and enthusiasm</li> <li>• Initiative and common sense</li> <li>• Good attendance and punctuality</li> <li>• Good sense of humour</li> <li>• Ability to manage stress appropriately</li> <li>• Calm approach to challenging behaviours</li> <li>• Positive attitude and empathy to young people with SEN and disabilities</li> <li>• Team player taking the lead from the class teacher</li> <li>• Good level of communication skills with adults, including external agencies and parents./carers, and young people</li> <li>• Flexibility to cope with a wide range of needs and changing levels of disability, communication needs and behaviours</li> </ul>	<ul style="list-style-type: none"> <li>• Proactive in setting high standards and contributing to the life of the school</li> </ul>
Special circumstances	Friendly telephone manner if required to communicate with parents/carers	