Person Specification
Learning Support Assistant

1. Qualifications and Experience	Essential	Desirable
Successful experience working with children in a school/early years environment	✓	
Experience of leading interventions with small groups of children	✓	
Educated to NVQ Level 2 in learning support/early years, NNEB or equivalent qualification/experience		✓
Experience of working with neurodivergent childen		✓
Basic knowledge of First Aid and understanding of School	✓	
Good reading and writing skills	✓	
Good numeracy skills	✓	
Knowledge of basic ICT to support learning	✓	
2. Communication	**Essential**	**Desirable**
Ability to write basic reports	✓	
Ability to use clear language to communicate information unambiguously	✓	
Ability to listen effectively	✓	
Overcome communication barriers with children and adults	✓	
Consult with children and their families and carers and other adults	✓	
3. Working with children	**Essential**	**Desirable**
Understand and implement the school's behaviour management policy	✓	
Ability to understand and support children with developmental difficulty or disability	✓	
Good understanding of the school curriculum Knowledge of literacy/numeracy strategies	✓	
Good understanding of the general aspect of child development	✓	
Ability to assess progress and performance	✓	

Understand and support the importance of physical and emotional wellbeing	✓	
4. Working with Others	**Essential**	**Desirable**
Understand the role of others working in and with the school	✓	
Understand and value the role of parents and carers in supporting children	✓	
Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults	✓	
Ability to work effectively with a range of adults	✓	
Ability to follow instructions accurately	✓	
Know when, how and with whom to share information	✓	
5. Responsibilities	**Essential**	**Desirable**
Good organisational skills	✓	
Ability to remain calm under pressure	✓	
Ability to support the work of volunteers and other teaching assistants in the classroom	✓	
Ability to manage own time effectively	✓	
Demonstrate creativity and an ability to resolve routine problems independently	✓	
6. General	**Essential**	**Desirable**
Awareness of and commitment to equality	✓	
Basic understanding of Health & Safety	✓	
Understand and implement child protection procedures	✓	
Understand procedures and legislation relating to confidentiality	✓	
Be prepared to develop and learn in the role	✓	