



## Learning Support Assistant Person Specification

| REQUIREMENT                                                                                                                       | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | DESIRABLE                                                                                                                                                 |
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| <b>LEGAL REQUIREMENTS</b>                                                                                                         | Enhanced DBS checks included children's barred list and right to work in the UK.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                           |
| <b>QUALIFICATIONS</b><br><br>Principally assessed through letter and application form                                             | GCSE A* - C / Grade 4 or above in English or Maths or equivalent                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A*-C/ Grade 4 or above in Science<br><br>A*-C/ Grade 4 or above in any other subjects.<br><br>NVQ Level 2 or 3 in Childcare, BTEC or NNEB<br><br>A levels |
| <b>EXPERIENCE and PROFESSIONAL COMPETENCE</b><br><br>Principally assessed through letter, application form and lesson observation | Knowledge and understanding of Equal Opportunities<br><br>Knowledge of Health and Safety issues and Safeguarding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Experience of working with Primary/Secondary children                                                                                                     |
| <b>KNOWLEDGE</b><br><br>Principally assessed through letter and interview process                                                 | An understanding of child development and appropriate levels of childcare                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | SEN, ILPs and EHCP                                                                                                                                        |
| <b>COMMUNICATIONS</b><br><br>Principally assessed through letter and interview process                                            | Have excellent written and verbal communication skills<br><br>Ability to use IT technology                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                           |
| <b>PERSONAL ATTRIBUTES</b><br><br>Principally assessed through references, letter and interview process                           | To be committed to safeguarding and promoting the welfare of children and young people<br><br>Ability to motivate individuals to perform effectively<br><br>Ability to innovate and contribute to new initiatives<br><br>Commitment to working in partnership with parents<br><br>Awareness of and respect for, the needs of the individual child and their families, including multi-cultural and inclusive practices.<br><br>Ability to work when the school is open (Term Time working)<br><br>Flexibility and willingness to be involved in the school<br><br>Work effectively as a member of a team<br><br>Be an effective role model through presentation and personal conduct<br><br>Enthusiasm, energy, vigour, reliability and integrity |                                                                                                                                                           |