

### Person Specification: Learning Support Assistant

Selection criteria		Essential / Desirable	Evidence
<b>Safeguarding</b>	Current DBS check	E	Application
	Understanding of safeguarding procedures	E	Application / Interview
	Commitment to safeguarding	E	
<b>Qualifications</b>	NVQ Level 2 or other recognised equivalent	D	Certificates
	English and Maths GCSE or other recognised equivalent	E	Certificates
<b>Experience</b>	Experience of working with children	E	Application / Interview
	Experience of supporting children who have social and emotional difficulties	D	
	Experience of supporting small groups of children and/or one-to-one work	E	
<b>Skills</b>	To be able to work as part of a team and contribute to the warm and caring environment	E	Application / Interview
	To be organised and support the class teacher with high levels of discipline and behaviour	E	
	To be enthusiastic, flexible, friendly and co-operative and be able to deal consistently with pupil behaviour	E	
	To communicate clearly to children, staff and parents and resolve any issues quickly and professionally	E	
	To be self-motivated and inspirational in order to deliver high quality teaching and learning	E	
	To be able to respond effectively to the challenges the child may present	E	
	To follow the school's policies	E	
	Ability to be proactive in observing changes in behaviour and respond in a supportive way	D	
<b>Knowledge</b>	Understand the role of the learning support assistant	E	Application / Interview
	Knowledge of a range of strategies to support children who have social and emotional needs	D	
	An understanding of the main difficulties of a child with additional needs	E	
<b>Personal Attributes</b>	Child-centred approach to teaching and learning	E	Application / Interview
	Proactive, hardworking and positive thinking.	E	
	Able to empathise with children.	E	
	Good communication skills.	E	
	Good people skills.	E	
<b>References</b>	Caring	E	Reference
	References from your last employer	E	
	One other, appropriate reference to support your application	E	