

Learning Support Assistant Person Specification

Job Purpose To work under the direct instruction of teaching/senior staff, to support access to learning for pupils and provide general support to the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area, alongside a teacher/senior member of staff.		
Specification	Essential	Desirable
Ethos	<ul style="list-style-type: none"> Each post holder must share the commitment of the school with regards the values of creativity, respect, perseverance, fun, pride, aspiration and responsibility All post-holders are expected to contribute to the development of young people and the community. 	
Qualifications	<ul style="list-style-type: none"> Qualifications in child care e.g. Level 2/ 3 Diploma of NVQ OR <ul style="list-style-type: none"> Two years minimum experience as a Support Assistant with evidence of training undertaken Good numeracy/literacy/ICT skills 	<ul style="list-style-type: none"> Experience of working with children with a variety of educational needs.
Experience	<ul style="list-style-type: none"> Experience working within a school setting Experience of supporting young people of all abilities Experience of delivering specific intervention programmes 	<ul style="list-style-type: none"> Training in the relevant learning strategies Experience in pastoral care

Knowledge and Understanding	<ul style="list-style-type: none"> • Understanding of child development and learning • Supporting children with Special Educational Needs • How to support children in English and Maths • Recognising escalation in a child's mood and be able to develop strategies for de-escalation. • Understanding of behavioural strategies • Understanding of safeguarding • Ability to overcome communication barriers with children and adults 	<ul style="list-style-type: none"> • Understanding classroom roles and responsibilities and your own position within these.
Skills	<ul style="list-style-type: none"> • Model acceptable behaviour • Encourage social skills • Ability to work successfully with pupils with challenging behaviour • Flexible and able to respond quickly to new situations. • Resilience – the ability to remain calm and work well under pressure • Proven ability to think both strategically and creatively • Ability to use initiative to respond to unexpected problems using recognised procedures and policies as a guide • Excellent communication skills (including written, oral and presentation skills) • Ability to work creatively and collaboratively • Flexible and open to continuous change • Commitment to our pupils and their learning, wellbeing and safety • Committed to equality 	<ul style="list-style-type: none"> • Be able to offer advice, in a supportive way, to other members of staff • Able to recognise own training needs and willing to undergo relevant training

	<ul style="list-style-type: none">• Able to build and maintain successful and purposeful relationships• Ability to work effectively within a team	
--	--	--