



High Ash CE School

Learning Support Assistant Person Specification

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Good basic education to at least GCSE level, with A-C pass in both Maths and English • Computer literate 	<ul style="list-style-type: none"> • A relevant qualification in childcare and/or education • Qualification in First Aid • Additional qualifications that would support learning • Additional qualifications or experience in SEN would be an advantage
PROFESSIONAL KNOWLEDGE AND EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with children • Understanding of child protection procedures and safeguarding children • Knowledge and understanding of the needs of young children and how these vary between individuals • Understanding of child development and the ways in which children learn • Understanding of the roles various adults play in a child's education • Commitment to high standards, continuous improvement and quality assurance • Commitment to inclusion • Good literacy and numeracy skills • Commitment to training 	<ul style="list-style-type: none"> • Knowledge of Special Needs • Experience of undertaking 1:1 support and/or targeted intervention work • Experience of supporting a child/ren with learning needs • Experience of working with children with behavioural difficulties • Understanding of positive behaviour management strategies • Experience of leading play-based activities with groups of children
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Hardworking and enthusiastic • Flexible and approachable with a good sense of humour • Inspirational and imaginative • Able to work closely with the class teacher and other staff • Able to work with guidance but under limited supervision • Ability to communicate effectively, taking into account the views of others • Ability to demonstrate a genuine interest and concern for others • Good attendance record • Good personal organisation • Excellent interpersonal skills 	<ul style="list-style-type: none"> • Ability to monitor, record and make basic assessments about individual progress • Willingness to suggest alternative ways of helping children
PROFESSIONAL SKILLS	<ul style="list-style-type: none"> • Good communication skills • Ability to empathise with children across the age range and manage behaviour effectively • Commitment to safeguarding and promotion the welfare of children and young people • Good organisational skills 	<ul style="list-style-type: none"> • Ability to be proactive, making suggestions which will lead to improvements