

Person Specification
Learning Support Assistant



Attributes	Essential	Desirable	How identified
<p>Knowledge & Skills <i>(Including any relevant or required qualifications)</i></p>	<p>Demonstrates a good understanding and working knowledge of child development and learning together with knowledge of the national curriculum and new developments</p> <p>Ability to self-evaluate learning needs and actively seek learning opportunities.</p> <p>Excellent numeracy/literacy/ICT/communication/interpersonal skills.</p> <p>Demonstrates an understanding of the importance of lesson planning, IECPs and learning objectives to contribute to learning.</p> <p>Ability to plan, implement and develop a range of teaching and learning strategies for a range of abilities, including special needs pupils.</p> <p>Ability to supervise, assist and accelerate, through intervention, individual and groups of pupils.</p> <p>Knowledge and understanding of behaviour management strategies.</p> <p>Knowledge of relevant policies/codes of practice and awareness of relevant legislation e.g. child protection</p>	<p>GCSE Maths and English Grade C or above</p> <p>Specialist training in disabilities and/or learning difficulties.</p> <p>Demonstrates a good understanding of, and experience of contributing to, assessment within 4-16 education.</p> <p>Qualified First Aider.</p> <p>Moving and Handling Qualification</p>	<p>Application</p> <p>Interview</p>
<p>Personal Development & Additional Learning</p>	<p>Ability to self-evaluate learning needs and actively seek learning opportunities.</p> <p>Willingness to train as a first aider</p> <p>Willingness to participate in Academy's CPD programme.</p>		<p>Application</p> <p>Interview</p>

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<p>Experience</p>	<p>Experience of supporting children in their learning, in particular in communication, literacy, and numeracy.</p> <p>Experience of working with pupils with learning difficulties</p> <p>Experience of working in a team</p> <p>Experience of administration work involving monitoring and tracking pupil progress</p>	<p>Experience of supporting pupils with Educational needs, visual impairment, complex needs or autism</p> <p>Experience of contributing to preparation of IEPs</p> <p>Experience of providing Individual Care</p>	<p>Application Interview</p>
<p>Initiative</p>	<p>Ability to remain calm under pressure.</p> <p>Flexible approach and ability to adapt to a variety of situations within the Academy.</p> <p>Ability to receive instructions and guidance</p>		<p>Application Interview</p>
<p>Circumstances</p>	<p>Ability to relate well to and motivate children & adults.</p> <p>Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles.</p> <p>Ability to listen to and understand others and to diffuse difficult situations.</p> <p>Ability to communicate in a clear, accurate and succinct manner.</p> <p>Constant and consistently high expectations of standards.</p>		<p>Application Interview</p>