



PERSON SPECIFICATION - LEARNING SUPPORT ASSISTANT

	Essential	Desirable
Experience	• Level 3 EYFS Qualification or equivalent • Experience of implementing a wide range of activities for young children • Experience of completing observations and learning journals • Working with pupils SEND • Working with pupils with additional Social, Emotional and/or behavioural needs • Experience of close liaison with parents/carers • Collaborative working with a team • Experience of working with individuals and groups • Creating and maintaining stimulating learning environments including displays • Effective interactions with pupils that further develops/enhances learning	• Recent and relevant experience of working in an EYFS setting for at least 2 years • Paediatric First Aid certificate
Knowledge and Understanding	• The school's ethos and values • A working knowledge and understanding of the EYFS framework and curriculum • Knowledge of child development • How IT can promote, support and enhance teaching and learning • Good knowledge of ICT including tools for planning, research, analysis & admin and hardware (including digital cameras, computers, email and internet) • A range of effective therapeutic behaviour management strategies • Understanding of Health and well-being, safety and child protection • What constitutes as effective interactions with pupils	• Assess-Plan-Review cycle • Secure understanding of the SEND code of practice and disabilities legislation • Special Educational Needs e.g. ASD, ADHD • Effective feedback to move learning on

Skills	• Ability to work collaboratively and supportively with colleagues • Have high standards and expectations of all children, staff and self • Ability to use own initiative • Strong communication skills - both written and verbal • Strong interpersonal and intrapersonal skills • Ability to keep calm under pressure • Ability to adapt to change quickly and positively • Good administrative skills • Able to form and maintain appropriate professional relationships and boundaries with children and young people • Suggest alternative ways of helping children if they are unable to understand	
Qualifications	• First Aid • Safeguarding Level 1 or willingness to gain upon appointment	• NVQ Level 1 or equivalent in literacy and numeracy or equivalent • Any other relevant qualifications • Training or expertise in a relevant curriculum or other learning area e.g. Computing, Child Development
Personal Qualities	• A positive mind-set and 'can-do' attitude • An enthusiastic approach to working with children • Kindness and sensitivity • Ability to motivate children and engage them with their learning • Ability to defuse and de-escalate situations	
	• Ability to make relationships easily with young people and adults • Ability to work flexibly & respond to developing needs • Reliability and integrity • Humour and resilience • An understanding and genuine commitment to Inclusion • Have empathy with those facing barriers to their learning	