

APPLECROFT SCHOOL



PERSON SPECIFICATION - LEARNING SUPPORT ASSISTANT

	Essential	Desirable
Experience	• Working in an EYFS or Primary setting for at least a year • Working with pupils SEND • Working with pupils with Social, Emotional and/or behavioural difficulties • Collaborative working with a team • Experience of working with individuals and groups • Creating and maintaining stimulating learning environments including displays • Upholding and promoting the school's ethos and values including the 8 habits.	• Working in EYFS, KS1 and KS2 • Experience of close liaison with parents/carers.
Knowledge and Understanding	• The school's ethos and values • Understanding of statutory and non-statutory frameworks for school curriculum in all phases • How ICT can promote, support and enhance teaching and learning • Feedback and marking • Good knowledge of ICT including tools for planning, research, analysis & admin and hardware (including digital cameras, computers, email and internet) • A range of positive behaviour management strategies • Understanding of Health and well-being, safety and child protection • First Aid.	• Assess-Plan-Review cycle • Secure understanding of the SEND code of practice and disabilities legislation • Special Educational Needs e.g. ASD.
Skills	• Have high standards and expectations of all children, staff and self • 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 • GCSE Maths and English grade C / grade 4 or above.	• NVQ Level 1 or equivalent in literacy and numeracy or equivalent • Any other relevant qualifications e.g. Foundation Degree in Education • National Vocational Qualification in Supporting Teaching and Learning • Training or expertise in a relevant curriculum or other learning area e.g. Computing, Music, Maths, English.
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.	