Wymondley JMI School
Job Title: 1:1 Learning Support Assistant - Pay grade – H2
Person Specification

	Essential	Desirable	Method of Assessment
Education, training and qualifications.			
A good standard of education, particularly in English and Maths.	**X**		Application/interview/ certificates/reference/assessment task at interview
Can offer some contractual time to the whole of, or part of, staff training days when appropriate.	**X**		
First aid training as appropriate.		**X**	
Developing and creating simple educational activities.		**X**	
Working with pupils with SEND on a 1:1 basis.		**X**	
Working with pupils with ASD on a 1:1 basis.		**X**	
Experience			
Working with children in a mainstream or specialist setting, in a paid or voluntary capacity.	**X**		Application form/interview/ reference/certificates
Working constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.	**X**		
Skills and Knowledge			
Knowledge of safeguarding.		**X**	Application form/interview/ reference
Knowledge of the legal and organisational requirements for maintaining health, safety and security of yourself and others in the learning environment.		**X**	
Ability to relate well to children and adults.	**X**		
Knowledge of strategies to recognise and reward efforts and achievements towards self-reliance appropriate to the age and development stage of pupils.	**X**		
Ability to use language and other communication skills that pupils can understand and relate to.	**X**		
Ability to establish positive relationships with pupils and empathise with their needs.	**X**		
Ability to consistently and effectively implement agreed behaviour management strategies.	**X**		

Ability to provide individual levels of attention, reassurance and help with learning tasks as appropriate to pupil's needs, encouraging the pupil to stay on task.	**X**		
Ability to monitor the pupil's response to the learning activities and, where appropriate, adapt or modify the activities as agreed with the teacher to achieve intended learning outcomes.	**X**		
Ability to carry out and report on observations of pupil's knowledge, understanding and skills.	**X**		
Ability to offer constructive feedback to pupils to reinforce self-esteem.	**X**		
Qualities			
Ability to maintain confidentiality on all school matters.	**X**		Interview/reference
Can maintain personal presentation that sets high standards for the pupils.	**X**		
Has a caring positive attitude towards pupil's welfare.	**X**		
Positive, patient, resilient and resourceful.	**X**		
Hard working, team player.	**X**		
Time management and organisational skills.	**X**		