APPLECROFT SCHOOL



# PERSON SPECIFICATION – LEARNING SUPPORT ASSISTANT

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|  | 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 7 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-bring, 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 | * 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 |  |