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
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| 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
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| 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
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| 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
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| 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
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