COWLEY
INTERNATIONAL COLLEGE

Person Specification

Post Title: Learning Assistant Level 3 (Senior Learning Assistant)

Knowledge	E = Essential D = Desirable	Identified By A = Application R = Reference I = Interview
Understanding and working knowledge of the national curriculum and other learning programmes (within specified age range/subject area) e.g. knowledge of core subject areas etc.	E	A, R
Working knowledge and understanding of principles of child development, learning styles and independent learning	E	A, R
Working knowledge of relevant policies/codes of practice/legislation	E	A, R A,
Understanding of inclusion, especially within a school setting	E	R, I
Experience of resources preparation to support learning programmes	E	
Skills and Abilities	E = Essential D = Desirable	Identified By A = Application R = Reference I = Interview
Ability to work effectively within a team environment, understanding classroom roles and responsibilities	E	A, R
Ability to build and maintain effective working relationships with all pupils and colleagues	E	A, R A,
Ability to promote a positive ethos and role model positive attitudes	E	R, I A,
Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate	E	R
Ability to adapt own approach in accordance with pupil needs	E	A, R
Excellent personal numeracy and literacy skills	E	A, R
Effective use of ICT to support learning	E	A, R

Qualifications	E = Essential D = Desirable	Identified By A = Application R = Reference I = Interview
Relevant experience of working with children in an educational setting (within specified age range/subject area)	E	A
NVQ III or equivalent in teaching assistance or relevant experience	E	A
Requirement to complete DfES Teacher Assistant Induction Programme	E	A
Willingness to participate in relevant training and development Opportunities	E	A, R, I
Training in the literacy/numeracy strategy Training	E	A
in Special Educational Needs strategies	E	A
Willingness to undertake appointed person certificate in first aid administration	D	A
Specialist knowledge of and strategies for dealing with social, emotional, behavioural and mental health needs	E	A
Professional Values and Practice	E = Essential D = Desirable	Identified By A = Application R = Reference I = Interview
High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	E	R
Ability to build and maintain successful relationships with pupils, treat them consistency, with respect and consideration, and demonstrate concern for their development as learners	E	R
Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work	E	R,I
Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice	E	R,I
Able to liaise sensitively and effectively with parents and carers recognising role in pupils' learning	E	A,R
Able to improve their own practice through observations, evaluation and discussion with colleagues	E	A,R
Other Circumstances	E = Essential D = Desirable	Identified By A = Application R = Reference I = Interview
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	I