



## Person Specification: Learning Assistant

Attributes		Essential	Desirable
Qualifications & Training	GCSE Maths & English Grade C or above		✓
	NNEB, NVQ/CACHE Level 3		✓
Experience & Skills	Experience of working with children in a school setting		✓
	Experience of using ICT and other technologies to support learning		✓
	Experience of working collaboratively and showing initiative	✓	
Professional Knowledge & Understanding	Knowledge of special educational needs		✓
	Knowledge of equipment and resources to support children with SEN		✓
	An understanding of the school's responsibilities in relation to pupils with SEN		✓
	Good interpersonal skills	✓	
	Excellent oral / written communication skills	✓	
	A working knowledge of the EYFS and the National Curriculum		✓
	Understanding of the implications of the new SEN Code of Practice		✓
Competencies	The ability to promote good relationships and liaise effectively with other professionals, parents and carers	✓	
	The ability to adapt readily to change and work in a variety of situations	✓	
	The ability to inspire confidence and offer support in a sensitive manner	✓	
	The ability to work under pressure, prioritise tasks and demonstrate flexibility	✓	
	Commitment to safeguarding and promoting the welfare of children	✓	
Other Skills & Qualities	Fluent and effective communicator (to pupils, staff and parents)	✓	
	Ability to manage and promote the spiritual, social, moral and cultural development of pupils	✓	
	High expectations and a commitment to raising standards of attainment	✓	
	Committed to continuing professional development and willingness to further develop knowledge of SEN	✓	
	Commitment to equal opportunities and equal value for pupils and colleagues	✓	
	Self-motivated and hard-working, with the ability to use initiative and work both independently and within a team	✓	
	Calm in manner, approachable and flexible	✓	



Attributes		Essential	Desirable
	A positive, enthusiastic and empathic approach	✓	
	Good organisational and personal management skills	✓	
	Able to work effectively as part of teams at all levels	✓	
	Able to embrace change and help others to manage the change process	✓	
	Evidence of excellent punctuality and attendance	✓	
	Able to deal sensitively with people and resolve conflict	✓	
	Flexible, listens and is prepared to seek advice and support	✓	
	Innovative user of information technology and the ability to use ICT as a management and communication tool		✓