



## Learning Support Assistant (LSA) Person Specification (Scale 4)

	Essential	Desirable	Method of Assessment
<b>Qualifications and Experience</b>			
Education	<ul style="list-style-type: none"> <li>Achieved a qualification in English and Mathematics either at GCSE level or the equivalent e.g. a Level 2 of the National Qualifications Framework.</li> <li>Level 2 NVQ linked to education e.g. childcare studies, teaching assistant etc.</li> <li>Demonstrate good communication skills, both oral and in writing.</li> </ul>	<ul style="list-style-type: none"> <li>First Aid Qualification.</li> <li>Undertaken recent positive handling training.</li> </ul>	Application Form and Certificates
Experience	<ul style="list-style-type: none"> <li>Experience of delivering individual and group teaching in a primary school.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with children with other additional needs, e.g. SLC, Autism, EAL</li> <li>Experience of using a range of reading assessments and interventions.</li> </ul>	Application Form Interview References
<b>Professional Knowledge and Understanding</b>			
Safeguarding	<ul style="list-style-type: none"> <li>A sound knowledge and understanding of safeguarding children in line with current Keeping Children Safe in Education guidance.</li> <li>Awareness of practical welfare and health and safety requirements when working with young children.</li> </ul>		Application Form Interview
Teaching, Learning and Assessment	<ul style="list-style-type: none"> <li>A sound understanding of the main teaching methods used when teaching groups/individual primary aged children.</li> <li>A sound understanding of appropriate assessment procedures involved in working with primary aged children.</li> <li>A good knowledge of positive behaviour management strategies (in line with the school's policy and procedures).</li> <li>Appropriate computing skills to support learning.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the school curriculum and age-related expectations of primary children.</li> <li>Have an area of expertise which can be used to support learning of individual children across the school, e.g. EAL, speech and language, social, emotional and mental health.</li> </ul>	Application Form Interview and Task References
<b>Professional Skills</b>			
Ethos	<ul style="list-style-type: none"> <li>Demonstrate high expectations for all children, whilst providing appropriate levels of nurture, support and challenge.</li> <li>Ability to engage and include all children in their learning through positive and sensitive interactions.</li> <li>Maintain confidentiality.</li> </ul>		Application Form Interview and Task References



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Curriculum	<ul style="list-style-type: none"> <li>Ability to fulfil your role in lessons, including preparing relevant resources.</li> <li>Ability to observe children, accurately record your observations and feed back to the class teacher so that s/he can plan next steps in each child' learning.</li> </ul>		Application Form Interview and Task References
<b>Professional Attributes</b>			
Relationships	<ul style="list-style-type: none"> <li>Actively support, promote and demonstrate the school's value of 'Respecting One Another', and the school's vision statement.</li> <li>Enjoy working with children and be committed to developing positive and respectful relationships with them.</li> <li>Ability and willingness to work collaboratively and supportively within a team, maintaining good professional working relationships with all members of the community.</li> <li>Ability to take direction and/or use initiative as appropriate to the task at hand.</li> </ul>		Application Form Interview and Task References
<b>Personal Attributes and Attitude</b>			
	<ul style="list-style-type: none"> <li>Consistently display the highest levels of professionalism at all times in line with the Staff Code of Conduct</li> <li>Excellent interpersonal and organisational skills</li> <li>Self-motivated and enthusiastic</li> <li>Empathy</li> <li>Reliability/Flexibility</li> <li>Be committed to your own professional development</li> </ul>		Application Form Interview References