

Person Specification – Learning Support Assistant Grade 3

Area	Essential	Criteria will be measured by:
Knowledge:	An understanding of the needs and characteristics of children. An awareness of the difficulties likely to face pupils with special needs. Some understanding of child development and the way children learn An understanding of the role adults play in children's learning. An understanding of equal opportunity issues and an awareness of what this involves, e.g. being able to communicate with people from minority groups, people with disabilities.	Job Application and Interview
Skills:	Skilled in maintaining good relationships To communicate clearly in speech and writing. To have competency skills in numeracy and literacy, e.g. to be able to spell, punctuate correctly, etc. To have good organisational skills. To be able to explain tasks simply and clearly. To be supportive, patient and caring.	Interview
Abilities:	To assist children on an individual basis but also as part of a team. To be able to support children who are ill or need toileting. To be able to deal with tasks such as toilet accidents. To be able to deal with situations calmly and efficiently. To be able to move equipment if necessary. To be able to accept authority and supervision and respond appropriately. To be able to conduct yourself in a professional manner at all times – acting as a role model to our children through your actions. To demonstrate a friendly but firm manner and to engage effectively with children	Interview
Educational Achievements	Holds a recognized and relevant qualification at NVQ Level 3 (or equivalent). GCSE Grade C or equivalent in English and Maths essential	Job Application
Experience:	Experience of working with children in a school setting is essential	Job Application and Interview
Special Requirements:	This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment	