

Person Specification – Learning Support Assistant Grade 3

Area	Essential	Criteria will be measured by:
Knowledge:	<p>An understanding of the needs and characteristics of children.</p> <p>An awareness of the difficulties likely to face pupils with special needs.</p> <p>Some understanding of child development and the way children learn</p> <p>An understanding of the role adults play in children's learning.</p> <p>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.</p>	Job Application and Interview
Skills:	<p>Skilled in maintaining good relationships</p> <p>To communicate clearly in speech and writing.</p> <p>To have competency skills in numeracy and literacy, e.g. to be able to spell, punctuate correctly, etc.</p> <p>To have good organisational skills.</p> <p>To be able to explain tasks simply and clearly.</p> <p>To be supportive, patient and caring.</p>	Interview
Abilities:	<p>To assist children on an individual basis but also as part of a team.</p> <p>To be able to support children who are ill or need toileting.</p> <p>To be able to deal with tasks such as toilet accidents.</p> <p>To be able to deal with situations calmly and efficiently.</p> <p>To be able to move equipment if necessary.</p> <p>To be able to accept authority and supervision and respond appropriately.</p> <p>To be able to conduct yourself in a professional manner at all times – acting as a role model to our children through your actions.</p> <p>To demonstrate a friendly but firm manner and to engage effectively with children</p>	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	