



Courthouse Green Primary School
‘Doing our best to be our best’

Person Specification – Learning Support Assistant
Grade 3

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

Reviewed: June 2020