



Person Specification for Learning Support Assistant

Key Criteria	Essential	Desirable	Evidence
Qualifications and Training	<ul style="list-style-type: none"> • Good numeracy and literacy skills; • NVQ 2 for Teaching Assistants or equivalent qualifications 	<ul style="list-style-type: none"> • Willingness to undergo further training and development 	Application / interview
Experience	<ul style="list-style-type: none"> • Some experience of working with children 	<ul style="list-style-type: none"> • Experience of working with children with challenging behaviours • Experience of current restraint techniques 	Application / reference / interview
Professional Development	<ul style="list-style-type: none"> • Good time management and organisational skills • Skill in behaviour management • ICT literate • Effective communication in speech and writing • Basic understanding of child development • Can work as a member of a team, understanding their role in the classroom and associated responsibilities. 	<ul style="list-style-type: none"> • Understanding of codes of practice and recent relevant education • First Aid qualification 	Application / Interview / Reference
Personal Attributes	<ul style="list-style-type: none"> • A commitment to the development of independence, respect, responsibility, co-operation and self discipline in children • Co-operation and positive attitude towards children, colleagues and parents • Sense of humour 		Interview / references
Other Requirements	<ul style="list-style-type: none"> • Good record of health and attendance • Unblemished disciplinary record • Professional appearance • Satisfactory DBS 		References / interview / satisfactory completion of our safeguarding procedures, including an enhanced DBS check