St Paul's Church of England Primary School
Personal Specification: Learning Support Assistant

	Essential	Desirable	Means of Assessment
Skills, Knowledge and Aptitude	1. Ability to relate well to children aged 3-11 yrs. 2. Good oral and written communication skills. 3. Ability to deploy resources effectively. 4. Ability to work as a member of a team. 5. Ability to apply information technology in support of pupil's learning and administration. 6. To liaise with health professionals to ensure appropriate levels of care.		1,3,4&5 References 2 Application Form and Interview
Qualifications and Training	1. NVQ Level 2 Classroom Assistant qualification or equivalent or suitable experience in a primary school.	2. Qualifications or training in work with SEN pupils.	1&2 Application Form
Experience	1. Supporting the learning of Early Years and Primary aged pupils. 2. Working in an Early Years or Primary classroom. 3. Sharing information with colleagues and parents or carers.	4. Supporting pupils with Special Needs.	1 -3 Application Form, Interview and References.
Disposition	1. Able to recognise when to ask for assistance. 2. To be calm in stressful situations. 3. To relate well to others. 4. To have a caring attitude. 5. To be able to act upon own initiative.		1-5Interview and References.
Special Requirements	1. To uphold the Christian ethos of the school. 2. To work within the policies and practises of the school. 3. An enhanced certificate of disclosure from the DBS. 4. No adverse criminal record.		1-4 Application Form, Interview and References.