**Person Specification**

Name of school: Long Sutton C of E Primary

Job Title: Learning Support Assistant

Line Manager: Mrs Elizabeth Reynolds

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|  | **Essential** | **Desirable** |
| **Qualifications** | The Learning Support Assistant should have:   * good basic education to GCSE level in literacy and numeracy, or the equivalent | In addition, the Learning Support Assistant might have experience of:   * A relevant qualification in Childcare and/or Education |
| **Experience** | The Learning Support Assistant should have:   * Knowledge of working in an educational environment. * Experience of working with children with special needs * Experience of working with children with Social & Emotional needs * Experience of supporting children’s learning in the classroom | In addition, the Learning Support Assistant might have experience of:   * Working 1 to 1 with children with additional needs. * Working within the Early Years * Experience working as a general TA * Experience of working with outside agencies e.g. EP, ASD service, OT etc * Adapting the class teachers plans to meet the needs of the individual * Experience of carrying out learning interventions * Experience of taking a large group or whole class |
| **Knowledge and Understanding** | The Learning Support Assistant should have knowledge and understanding of:   * the needs of children; * child development and the ways in which children learn; * the roles played by various adults in a child’s education; * behaviour management strategies; * equal opportunities * safeguarding | In addition, the Learning Support Assistant might have knowledge and understanding of:   * EYFS curriculum * National Curriculum, especially KS2 * Autism Spectrum Disorder/ADHD * Learning through play |
| **Skills** | The Learning Support Assistant will be able to:   * help professional staff to achieve their objectives; * teach children on an individual basis, in small group and whole class work; * explain tasks simply and clearly and foster independence; * supervise children, and adhere to defined   behaviour management policies;   * accept and respond to authority and supervision; * work with guidance, but under limited supervision; * liaise and communicate effectively with others; * demonstrate good organisational skills; * reflect on and develop professional practice; * Ability to communicate effectively both verbally and in writing * Good interpersonal skills * Ability to adapt to change at short notice * Ability to work co-operatively and flexibly within a team * Ability to use IT to enhance learning | In addition, the Learning Support Assistant might also be able to:   * monitor, record and make basic assessments about individual progress * suggest alternative ways of helping children if they are unable to understand; * describe, in simple terms, the process of behaviour management with children; * identify gaps in their own experience that they need help in filling; * First Aid, Personal Care training |