



## Person Specification

### Learning Support Assistant

|                                     | <b>Essential</b>   | <b>Desirable</b>   |
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| <b>Qualifications/<br/>Training</b> | <ul style="list-style-type: none"> <li>• Requirement to complete Teaching Assistant Induction programme.</li> <li>• Willingness to participate in relevant training and development opportunities.</li> <li>• GCSE grades (or equivalent) C or above in English and Maths.</li> <li>• NVQ Level 2 or equivalent in a relevant discipline OR a degree.</li> <li>• Training in first aid and medication or the willingness to undertake such training.</li> </ul>  | <ul style="list-style-type: none"> <li>• Child Protection training.</li> <li>• Training in literacy/numeracy strategy.</li> <li>• Training in Special Educational Needs strategies.</li> </ul>   |
| <b>Experience</b>                   | <ul style="list-style-type: none"> <li>• Recent and relevant experience of working with and/or caring for children within a specified age range, preferably within an educational setting.</li> </ul>  | <ul style="list-style-type: none"> <li>• Experience of working in an Academy environment.</li> </ul>   |
| <b>Skills/Knowledge</b>             | <p>Ability to:</p> <ul style="list-style-type: none"> <li>• Relate well to children and adults.</li> <li>• Work effectively within a team environment, understanding classroom roles and responsibilities.</li> <li>• Build effective working relationships with all pupils and colleagues.</li> <li>• Promote a positive ethos and role model positive attributes.</li> <li>• Work with children at all levels regardless of specific individual needs.</li> <li>• General understanding of national curriculum and other basic learning programmes/techniques.</li> <li>• Experience of resource preparation to support learning programmes.</li> <li>• Effective use of ICT to support learning.</li> <li>• Good communication skills.</li> <li>• Good numeracy and literacy skills.</li> <li>• Be able to maintain confidentiality.</li> <li>• Good listening skills.</li> <li>• Manage behaviour of children in a positive and supportive manner.</li> <li>• Awareness and basic understanding of the Academy curriculum.</li> <li>• General awareness of inclusion, especially within an Academy setting.</li> <li>• Relevant knowledge of First Aid.</li> </ul> | <p>Knowledge of:</p> <ul style="list-style-type: none"> <li>• Child Protection.</li> <li>• Equal opportunities and recognising the nature of the diverse Academy community.</li> <li>• Understanding of basic technology – computer, video, photocopies etc.</li> <li>• Understanding of Attachment Awareness and Trauma Informed Practice.</li> <li>• Knowledge of therapeutic interventions such as Theraplay and Lego therapy.</li> </ul> |

| <b>Personal and Professional Attributes</b> | <ul style="list-style-type: none"><li>• To be able to contribute to the Christian ethos of the Academy.</li><li>• To be reliable and conscientious.</li><li>• A desire and ability to learn new skills.</li><li>• Perseverance.</li><li>• Being a team player.</li><li>• A flexible approach to work [some out of hours work may be necessary].</li></ul> |  |
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Please state in your application how you meet these requirements of the post.