



**Person Specification**

**Post title:** Learning Support Assistant (permanent role)

**Grade:** £20,092 - £20,903, 37 hrs pro -rata

|                                | <b>Essential</b>  | <b>Desirable</b>   |
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| <b>Qualifications/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</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> |

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|   | <ul style="list-style-type: none"> <li>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> |  |
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| <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>   |  |

Please state in your application how you meet these requirements of the post.