**Person Specification**

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| **JOB TITLE:** | **Support Assistant – Level 2 (Early Years)** |
| **DATE:** | **April 2021** |
| **STATUS:** | **Final** |

| **CRITERIA** | **Essential/ Desirable** | **Application** | **Tasks** | **Interview** | **Vetting Checks** |
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| **Knowledge and qualifications** | | | | | |
| 1. Knowledge of Early Years Curriculum | **E** | ✓ | ✓ | ✓ | |
| 2. Learning Support Assistant Level 2 qualification or equivalent. | **E** | ✓ | | | ✓ |
| 3. GCSE grade C or above in English and Maths or equivalent competency. | **E** | ✓ | | | ✓ |
| 4. First Aid Qualification | **D** | ✓ | | | ✓ |
| 5. Knowledge of Primary Curriculum | **D** | ✓ | | ✓ | |
| **Experience** | | | | | |
| 6. Experience of supporting children in a learning environment. | **E** | ✓ | | ✓ | ✓ |
| 7. Experience of classroom/small group organisation. | **E** | ✓ | | ✓ | |
| 8. Experience/knowledge of working with children with SEN. | **D** | ✓ | | ✓ | |
| **Skills and competencies** | | | | | |
| 9. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging | **E** | ✓ | | ✓ | ✓ |

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| behaviours and attitudes to use of authority and maintaining discipline | | | | | |
| 10. Experience of using ICT to support pupils in the classroom | **E** | ✓ | | ✓ | ✓ |
| 11. Able to use language and other communication skills that children can understand and relate to. | **E** | | ✓ | ✓ | |
| 12. Able to empathise with the needs of children and in particular able to establish positive relationships with pupils. | **E** | | ✓ | ✓ | |
| 13. Able to consistently and effectively implement agreed behaviour management strategies. | **E** | ✓ | ✓ | ✓ | |
| 14. Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs | **E** | ✓ | ✓ | ✓ | |
| 15. Able to work within and apply all relevant school policies and schemes of work | **E** | ✓ | | ✓ | ✓ |
| 16. Able to supervise groups of pupils. | **E** | ✓ | | ✓ | |
| 17. Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills. | **E** | ✓ | | ✓ | |
| 18. Able to work effectively as part of a team | **E** | | | ✓ | ✓ |
| **Other** | | | | | |
| 19. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role | **E** | ✓ | | ✓ | ✓ |
| 20. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role | **E** | | | | ✓ |
| 21. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible | **E** | ✓ | | ✓ | |