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**Summercroft Primary – An Academy School**

**Person Specification – Learning Support Assistant**

**Below is the list of essential and desirable attributes that our successful candidate will have demonstrated. All attributes coded with A should be referenced as part of the application process and will be exemplified further at interview (I) and through tasks at interview (T). References (R) will be called ahead of the interview days and referees will be asked to comment on these areas.**

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| **Attribute** | **Requirement** | **Source of Evidence** |
| **Qualifications** | | |
| Maths and Literacy (Grades A – C) at GCSE Level | Essential | A |
| Evidence of further studies and training | Desirable | A |
| **Experience** | | |
| Minimum of 2 years working in EYFS, KS1 or KS2 | Desirable | A, R |
| Working with children who have special educational needs/EAL | Desirable | A, I, R |
| Teaching individuals, groups and whole classes | Desirable | A, I, T, R |
| Training or expertise in a relevant curriculum or other learning area (e.g. ICT, maths, literacy, outdoor learning) | Desirable | A, I |
| **Skills and Abilities** | | |
| Have effective oral and written communication skills | Essential | A, I, T, R |
| Form effective professional relationships including team working | Essential | A, I, T, R |
| Have good organisational and time management skills | Essential | A, I, T, R |
| Have sound ICT skills | Essential | A, I |
| Have a growth mindset to develop own knowledge and skills through evaluating personal needs | Essential | A, I, R |
| Ability to work independently | Essential | A, I, T, R |
| Remain calm under pressure and be able to adapt to change quickly | Essential | A, I, T |
| Use coaching and mentoring skills with adults and pupils | Desirable | A, I |
| Ability to plan effective activities for all pupils including those who are at risk of ‘falling behind’ | Desirable | A, I, T, R |
| **Knowledge** | | |
| Relevant policies, codes of practice and legislation including safeguarding | Essential (Training can be provided for this) | A, I, R |
| National curriculum expectations, particularly in maths and English | Desirable | A, T, R |
| First Aid | Desirable | A, I |
| Multi agency working | Desirable | A, I |
| **Personal Attributes** | | |
| A passion for learning and enhancing children’s life chances | Essential | A, I, R |
| Able to deal with sensitive issues in a professional manner | Essential | A, I, R, T |
| Has high standards for self and others | Essential | A, I, R |
| Energy and enthusiasm | Essential | I, R |
| Be adaptable to changing circumstances in a positive and creative manner | Essential | A, I, R |
| Commitment to engage positively with difficult to reach families | Essential | I, R |
| Integrity and loyalty | Essential | A, I, R |
| The ability to retain a sense of humour and positive outlook in challenging circumstances | Essential | I, R |