|  | **Essential****Learning Support Assistants should have:** | **Desirable****Learning Support Assistants may also have:** |
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| **Qualifications** | * NVQ level 2 in maths & English (or equivalent)
 | * NVQ level 3 in childcare studies (or equivalent)
* Evidence of professional development and relevant courses related to children’s development
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| **Professional Experience and knowledge** | * Previous experience of working with children with a range of special educational needs
* IT proficient
 | * Previous experience of working with children with complex needs
* Intermediate knowledge of ICT
* Knowledge of attachment and trauma
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| **Knowledge & Understanding** | * Good knowledge of health, wellbeing and safety
* Awareness of keeping children safe
* Awareness of data protection and confidentiality
* Understanding of the school’s ethos and values
 | * Knowledge of interventions that support learning
* Basic knowledge of first aid
* An understanding of Steps - Hertfordshire’s therapeutic approach to promoting positive behaviour
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| **Personal Skills** | * Ability to communicate well with children and staff
* Ability to motivate and encourage children to behave positively
* Ability to feedback to relevant staff and make notes to support this
* Enthusiastic, calm, patient and kind
* Welcoming and approachable
* Ability to be flexible in adjusting provision according to child’s needs
* Value the role of parents in their child’s learning
* Have high expectations of pupils
 | * Have experience of working with children with additional needs within a primary setting
* Have a sense of humour
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