|  | **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 |
| **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 |
| **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 |
| **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 |