



Durrington Infant School and Durrington Junior Federated Schools Person Specification – Learning Support Assistant



	Essential	Desirable Federated Schools
Qualifications	The Learning Support Assistant should have: - English and Maths qualification to at least level 2 of the National Qualification Framework - Evidence of commitment to further professional development and growth	In addition, the Learning Support Assistant might have: - Other relevant qualifications - First Aid Qualification - Child Protection and Safeguarding training within the last two years - TEAM Teach qualification
Experience	The Learning Support Assistant should have experience of: - Working in a school environment - Supporting SEND child / children - Supporting a group of children	In addition, the Learning Support Assistant might have experience of: - Planning alongside teachers - Working with children with social and emotional needs
Knowledge and Understanding	The Learning Support Assistant should have knowledge and understanding of: - Child development - How children learn - Relevant policies, codes of practice and legislation	In addition, the Learning Support Assistant might have experience of - Liaising with outside agencies - Safeguarding legislation, policy , practice and procedures

Skills	The Learning Support Assistant will be able to: ● Use initiative to adapt planned activities for pupils at risk of underachieving ● Demonstrate competency in basic ICT skills ● Demonstrate good organisational skills ● Demonstrate good management skills ● Work independently ● Remain calm under pressure and able to adapt to change quickly ● Demonstrate good communication skills ● Demonstrate good interpersonal skills ● Liaise effectively with colleagues ● Demonstrate their positive attitude to the job/pride in work ● Demonstrate their positive approach to behaviour management ● Demonstrate their knowledge of SEND Code of practice ● Demonstrate their awareness of Health and Safety issues ● Demonstrate an awareness of the importance for confidentiality ● Work with a variety of different people ● Demonstrate their enthusiasm and energy to work as part of a team ● Demonstrate the skills needed to supervise and manage a group of children	The Learning Support Assistant might also be able to demonstrate: ● Ability to deliver specialist SEND programmes of work
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Personal Qualities and Abilities	The Learning Support Assistant will be able to: • Form and maintain appropriate professional relationships and boundaries with children and young people • Work constructively as part of a team • Supervise pupils effectively both in and out of school in line with the school's behaviour policy • Provide a good role model to young pupils • Contribute to overall ethos/work/aims of the school • Work in partnership with parents and teachers • Use own initiative and work flexibly • Work with a calm disposition • Communicate effectively with colleagues • Demonstrate a high level of commitment • Be flexible • Be reliable • Be discreet	The Learning Support Assistant might also be able to demonstrate:
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Other	The Learning Support Assistant will: ● attend school training sessions; ● carry out any other duties required by the Headteacher which is within the scope of this post. Satisfactory enhanced DBS disclosure certificate (relevant applications, references and checks will be carried out before any job offer is confirmed)	In addition, the Learning Support Assistant might demonstrate: ● a willingness to attend events beyond school hours, by agreement
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