

## Person Specification

Name of school: Avonmore Primary School  
 Job Title: Learning Support Assistant  
 Line Manager: Kate Webster-Deputy Head/SendCo  
 Grade: Scale 3; point 5

*This person specification should be used in relation to the relevant Job Description*

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>The Learning Support Assistant should have:</p> <ul style="list-style-type: none"> <li>• Good basic education to GCSE level in literacy and numeracy, or the equivalent</li> </ul>	<p>In addition, the Learning Support Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>• A University Degree</li> <li>• A relevant qualification in Childcare and/or Education</li> </ul>
<b>Experience</b>	<p>The Learning Support Assistant should have:</p> <ul style="list-style-type: none"> <li>• Experience of working with young children, perhaps as a parent or voluntary worker</li> </ul>	<p>In addition, the Learning Support Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>• being a paid worker in an educational setting for example; teaching assistant, play schemes, crèches, midday supervision, after-school clubs or similar.</li> </ul>
<b>Knowledge and Understanding</b>	<p>The Learning Support Assistant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• the needs of young children with additional needs such as ASD or ADHD;</li> <li>• child development and the ways in which children learn;</li> <li>• the roles played by various adults in a child's education;</li> <li>• behaviour management strategies;</li> <li>• equal opportunities</li> <li>• safeguarding</li> </ul>	<p>In addition, the Learning Support Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>• working or volunteering with children or adults with additional needs such as Autism or ADHD</li> </ul>

<b>Skills</b>	<p>The Learning Support Assistant will be able to:</p> <ul style="list-style-type: none"><li>• Work with an individual child in order to achieve their learning goals in lessons and also to support their emotional and social development;</li><li>• help staff to achieve their whole class objectives;</li><li>• assist children on an individual basis, in small group and whole class work;</li><li>• explain tasks simply and clearly and foster independence;</li><li>• supervise children, and adhere to defined behaviour management policies;</li><li>• accept and respond to authority and supervision;</li><li>• work with guidance, but show initiative;</li><li>• liaise and communicate effectively with others;</li><li>• demonstrate good organisational and timekeeping skills;</li><li>• reflect on and develop professional practice;</li><li>• display work effectively, and make and maintain whole class teaching resources;</li><li>• make and maintain individualised learning resources;</li><li>• Work closely with outside professionals and respond to their advice and guidance.</li></ul>	<p>In addition, the Learning Support Assistant might also be able to:</p> <ul style="list-style-type: none"><li>• monitor, record and assess progress</li><li>• use alternative strategies to help children if they are unable to understand;</li><li>• describe and use a range of behaviour management strategies with children;</li><li>• identify gaps in their own professional practice that they to develop;</li><li>• demonstrate the ability to learn and adapt from past experience.</li></ul>
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