

St Martin’s School

Headteacher: Mrs K. Bartlett Chair of Governors: Mrs L Chorley and Mrs A Rowe

**Learning Support Assistant - Person Specification**

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| **FACTOR** | **ESSENTIAL** | **DESIRABLE** |
| **Education and Training** | * Educated to GCSE level standard or equivalent including English and Maths
* Evidence of on-going commitment to own professional development
 | * Hold an appropriate qualification in supporting children’s learning e.g. NVQ
* Safeguarding training
* Health and safety training
* First aid training
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| **Relevant Experience** | * Recent experience of working with children between the ages of 4 and 11 years
* Knowledge and understanding of how children learn
* Ability to work with individuals and groups of children with supervision from the teacher
 | * Experience of working in a school setting
* Experience of monitoring and recording pupil progress
* Ability to work with individual and groups of children without direct supervision from the teacher.
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| **Skills and Aptitudes** | * Willingness to support the Christian ethos of the school
* Ability to work as part of a team
* Ability to communicate effectively with a wide range of audiences
* Excellent organisational skills
* Ability to manage behaviour and meet children’s social, emotional and mental health needs
* Ability to deal with situations requiring professional discretion and confidentiality
* Is reflective and self-evaluative in order to improve performance
 | * Experience of situations requiring professional discretion and confidentiality
* Experience of managing behaviour and meeting children’s social, emotional and mental health needs
* Experience of building positive relationships based on respect and trust with children
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| **Personal Attributes** | * Passionate about working with children and able to build meaningful, appropriate and consistent relationships with children
* Always puts the needs of children first
* Commitment to supporting the personal, emotional and social development of children
* Has presence and displays professionalism
* Resilient and able to manage difficult situations
* Respect for all stakeholders
* Trustworthy and reliable
* Patient, cheerful and enthusiastic
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