

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 |
| **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. |
| **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 |
| **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 |  |