# Federation of Netley Abbey Infant and Junior Schools

# Learning Support Assistant Level 2

# Person Specification:

The Person Specification is an important part of the application process and will be used to shortlist candidates. You will need to demonstrate in your supporting statement/application form how you meet the following criteria.

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|   | Essential | Desirable |
| Qualifications & training | The LSA will have:· O Level / GCSE Maths and English Grade C or above.  | · Trained to NVQ 2 standard or equivalent knowledge, · experience or skills.  |
| Experience | The LSA should have experience of:· successfully supporting individuals or groups of pupils during independent/group work· working successfully and co-operating as a member of a team |   |
| A commitment to education and teaching | The LSA will have the ability to communicate and co-operate by:· establishing and maintaining good professional relationships with pupils, parents and colleagues· setting high expectations of all pupils and be committed to raising educational achievement· adopting a flexible approach |   |
| Knowledge and understanding | The LSA will have knowledge and understanding of:· educational and curriculum matters· behaviour and ethos· communications· equal opportunities· have an understanding of special educational needs as defined in the SEN Code of Practice | · In addition, the LSA might also have knowledge and understanding of:· using ICT as a learning tool· be aware of practise relating to the Child Protection Policy· record keeping evidence of assisting in the day-to-day management of the learning environment, e.g. marking/offering feedback, preparing learning resources |
| Skills | The LSA will be able to:· keep pupils on task, interested, motivated and engaged in their learning tasks· evidence of providing feedback to the teacher about the learning activities, responses to the children and the support that has been provided· ability to assist in the management of pupil behaviour.· interpersonal skills· Patience and empathy with pupils and sympathetic to their needs· be able to work effectively in a team· be able to relate well to both children and adults· professionally discrete and able to respect confidentiality on particular issues· ability to clarify and explain instructions clearly | In addition, the LSA might also be able to:· Input to the professional development of other staff members· Produce detailed, written reports on pupil progress and summaries of need.  |
| Personal characteristics | The LSA should be:· knowledgeable and highly competent· Good organisational ability· approachable and empathetic· creative and enthusiastic· organised and resourceful· intelligent and reflective· committed· flexible and adaptable· evidence of fostering independence and self-esteem· Take responsibility for own professional development, including setting and working towards annual performance objectives  | In addition, the LSA might also have:· a sense of humour  |
| Special requirements | The LSA should:· have or be willing to undergo an Enhanced DBS check  |   |

**The Children’s View**

Our children have reflected and thought about the type of qualities they would like to see in a new Learning Support Assistant.



Are you…