

Person Specification – Learning Support Assistant

We are looking for a caring, reliable and committed individual who is passionate about supporting children to succeed.

Essential

- GCSE Grade C/4 or above in English and Mathematics
- A warm, patient and nurturing approach to working with children
- Good communication skills, with the ability to build positive relationships with pupils, staff and parents, including those with additional needs
- Ability to work effectively as part of a team, while also using initiative when needed
- Ability to support, understand and empathise with children, including those with specific learning and/or behavioural needs
- Ability to maintain pupils' interest, motivation and appropriate behaviour for learning
- Good timekeeping, reliability and organisational skills
- A flexible and adaptable approach to meet the needs of the school day
- A positive attitude, including a sense of humour and willingness to contribute to the wider school community
- Commitment to safeguarding and promoting the welfare of children
- Previous experience of working with or supporting children's learning, preferably within a school setting
- Administrative and record-keeping skills
- Level 3 qualification (e.g. NVQ or equivalent) in a relevant discipline
- Ability to work within established procedures while using judgement and initiative

Desirable

- Experience of working with primary-aged children
- Experience of supporting pupils with SEND
- Understanding of inclusive practice and supporting a range of learning needs
- Basic IT skills to support record-keeping and classroom organisation

The successful candidate will be organised, calm and approachable, able to respond to children's needs sensitively and contribute to a safe, inclusive and supportive learning environment.