

## Lockerley Endowed CE Primary School Person Specification for LSA January 2026

ESSENTIAL REQUIREMENTS		Probable Source of Evidence		
There should be evidence of.....		Written Application	Teaching Observation	Formal Interview
• appropriate qualifications required to perform the role. (successful experience of working with children, educated to NVQ Level 2 in learning support/ early years, NNEB or equivalent qualification		✓		
• knowledge of relevant policies and procedures & Basic first aid		✓		✓
•				
• Good reading and writing skills (national grade C)		✓		
•				
• Good numeracy skills (national grade C)		✓		
•				
• ability to express themselves in a clear and succinct manner both verbally and in writing.		✓		✓
•				
• ability to plan and deliver lively and imaginative learning that encourages the maximum participation and interaction of the children.			✓	
• ability to accurately describe the progress children make from their observations.				✓
•				
• a reflective practitioner				✓
•				
• their high expectations of children and of themselves.		✓	✓	✓
•				
• overcome communication barriers with children and adults			✓	
•				
• a flexible interpersonal approach that maximises the effectiveness of teamwork.				✓
•				
• appropriateness to work with children.				✓
•				
• an understanding of safeguarding and child protection procedures				
•				

• ability and desire to become a better practitioner by evaluating own teaching critically and using this to improve effectiveness.			✓
• enthusiasm towards children, teaching and learning	✓	✓	✓
•			
• ability to establish strong relationships children, parents and colleagues.	✓	✓	✓
•			
• high expectations for pupil behaviour with due regard for their self esteem.	✓	✓	✓
•			
• respect the school's Christian and Learning Values	✓	✓	✓
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<b>DESIREABLE REQUIREMENTS</b>			
• competent ICT skills.	✓		
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<b>In addition to the candidates ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children.</b>			

Lockerley Endowed CE Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.