



## Fixed Term LSA – Person Specification – Sept 2025

|                             | Essential  | Desirable   |
|-----------------------------|--|---|
| Qualifications and training | <ul style="list-style-type: none"> <li>Good basic education to GCSE level in literacy and maths, or the equivalent (at least C Grade or equivalent).</li> </ul>  | <ul style="list-style-type: none"> <li>NVQ level 2 or equivalent qualification, relevant to the post.</li> <li>Recent training relevant to the post.</li> </ul>   |
| Knowledge and Experience    | <ul style="list-style-type: none"> <li>Experience of supporting young children in a school or pre-school setting.</li> <li>Good understanding of child development, co-regulation and learning.</li> <li>Previous experience supporting children in 1:1 situations, including those with additional needs.</li> <li>Awareness and understanding of some of the difficulties experienced by children with ASC or SEMH needs within a school setting.</li> </ul>   | <ul style="list-style-type: none"> <li>Previous experience as an LSA in a primary school .</li> <li>Specific experience of working with children with social, emotional, mental health difficulties or autistic spectrum conditions.</li> <li>Familiar with the Early Years Foundation Stage curriculum and /or National Curriculum.</li> <li>Experience of running intervention programmes with individuals/groups within a primary school setting.</li> </ul> |
| Skills                      | <ul style="list-style-type: none"> <li>Good organisational skills</li> <li>Able to explain tasks simply and clearly.</li> <li>Able to supervise pupils and manage behaviour with confidence, and in line with the school policy and any specific behaviour plans.</li> <li>Able to work under the guidance of the class teacher/inclusion manager, but show initiative within the role.</li> <li>Able to co-regulate with children</li> </ul>  | <ul style="list-style-type: none"> <li>Able to monitor, record and make basic assessments about individual progress.</li> <li>Confident in the use of ICT</li> </ul>  |
| Personal Qualities          | <ul style="list-style-type: none"> <li>Ability to work as part of a team and support initiatives effectively.</li> <li>Cheerful, flexible and approachable.</li> <li>Able to demonstrate patience and enthusiasm, and with the resilience to start each day 'afresh' with children.</li> <li>Love of working with children and able to support the school in the safeguarding of children.</li> <li>Sense of humour.</li> <li>Prepared to ask for advice and support where necessary.</li> <li>Able to foster enthusiasm for learning in the indoor and outdoor environments, and show imagination when working as a play partner.</li> <li>Willing and able to undertake some manual handling and intimate care of children if required.</li> </ul> | <ul style="list-style-type: none"> <li>Willingness to contribute to the wider life of the school.</li> </ul>  |