

Ashley Junior School Learning Support Assistant: Person Specification

	Qualities	Desirable	Essential	Notes
1	An interest and enjoyment in working with children		●	
2	An understanding of and experience working with behavioural, emotional and social difficulties	●		<i>There are some children with complex needs</i>
3	Well developed interpersonal skills		●	
4	A calm approach to dealing with children – empathy with pupils and sympathetic to their needs		●	
5	Good communication skills with children and adults – able to clarify and explain instructions clearly		●	
6	Ability to make judgements about pupil progress	●		
7	Ability to cope with stress and complex demands		●	
8	Basic literacy and numeracy skills		●	<i>Reports are often required from LSAs and you need to be able to understand the learning</i>
9	Ability to work as part of a team		●	
10	Ability to initiate and play games with children		●	<i>The role entails lunchtime supervision</i>
11	Ability to mediate in situations of conflict		●	
12	Confidence to make decisions which pupils, staff and parents respect		●	
13	Committed to continuous improvement – recognising the need to develop new ideas, review systems and procedures		●	
14	Professionally discrete and able to respect confidentiality on particular issues		●	
15	Ability to work independently and with initiative		●	
16	Flexibility in relation to tasks undertaken and groups/children allocated		●	
17	Possession of appropriate specialist qualifications/skills		●	<i>NVQ2 or equivalent in learning support <u>or</u> a graduate who is considering teacher training.</i>