



Person Specification

Learning Assistant

		Essential	Desirable	Where Measured
Knowledge	Demonstrate an understanding of the national curriculum and other basic learning programmes/ techniques (within specified age range/subject area e.g. Numeracy and Literacy strategies)	✓		Application/interview
	An awareness and an understanding of issues of inclusion, especially within a school setting	✓		
	Training in Special Educational Needs strategies		✓	
Skills & abilities	Ability to work effectively within a team environment, understanding classroom roles and responsibilities	✓		Application/interview
	Ability to build effective working relationships with all pupils and colleagues	✓		
	Ability to promote a positive ethos and promote a positive attitude as a role model	✓		
	Ability to work with children at all levels regardless of specific individual need e.g. individual learning styles	✓		
	Ability to promote the positive values, attitudes and behaviour that are expected from the pupils with whom they work in accordance with the schools aims			
	Able to liaise sensitively and effectively with parents and carers recognising the role in pupils' learning	✓		
	Excellent numeracy and literacy skills as required			Application
	Ability to undertake structured and agreed learning activities	✓		Application/interview
	Ability to undertake clerical/administrative duties and provide support as required	✓		
	The ability to prepare and organise a range of resources to support learning programmes		✓	
	Effective use of ICT to support learning		✓	Application
	Training in the literacy/numeracy strategy		✓	
	Training in Special Educational Needs strategies		✓	



COWLEY
INTERNATIONAL COLLEGE

ACHIEVING THE HIGHEST STANDARDS TOGETHER

Person Specification

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Experience	Relevant experience of working with and/or caring for children within a specified age range/subject area	✓		Application
	Above within an educational setting		✓	
Qualifications	NVQ II or equivalent in Teaching Assistance		✓	Application
	GCSE Grade C or above or equivalent		✓	
Professional values & practice	Must be able to demonstrate all of the following: Ability to understand, build and maintain successful relationships with pupils and colleagues, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners.	✓		Application/interview
Other circumstances	Participate in relevant training and development opportunities	✓		Application
	Undertake appointed person certificate in first aid administration		✓	
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓		Application/interview
	An ability to fulfil all spoken aspects of the role with confidence through the medium of English	✓		Interview