



# Person Specification

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St. Helens Council

**Job Title:** Learning Assistant Level 3

| Knowledge  | E = Essential<br>D = Desirable | Identified By |
|--|--------------------------------|---------------|
| Understanding and working knowledge of the national curriculum and other learning programmes (within specified age range/subject area) e.g. knowledge of core subject areas etc. | E                              | A, I          |
| Working knowledge and understanding of principles of child development, learning styles and independent learning   | E                              | A, I          |
| Working knowledge of relevant policies/codes of practice/legislation   | E                              | A, R          |
| Understanding of inclusion, especially within a school setting   | E                              | A, R          |
| Experience of resources preparation to support learning programmes   | E                              | I, R          |
| Skills and Abilities   | E = Essential<br>D = Desirable | Identified By |
| Ability to work effectively within a team environment, understanding classroom roles and responsibilities  | E                              | A, R          |
| Ability to build and maintain effective working relationships with all pupils and colleagues   | E                              | A, R          |
| Ability to promote a positive ethos and role model positive attitudes  | E                              | A, I, R       |
| Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate   | E                              | A, I, R       |
| Ability to adapt own approach in accordance with pupil needs   | E                              | I             |
| Excellent personal numeracy and literacy skills  |                                |               |
| Effective use of ICT to support learning   | D                              | A, I          |
| Qualifications   | E = Essential<br>D = Desirable | Identified By |
| Relevant experience of working with children in an educational setting (within specified age range/subject area)   | E                              | A, I, R       |
| NVQ III or equivalent in teaching assistance or relevant experience  | D                              | A             |



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|   |  |                      |
|---|--|----------------------|
| Requirement to complete DfES Teacher Assistant Induction Programme  | E                                      | A.,I,R               |
| Willingness to participate in relevant training and development opportunities   | E                                      | A                    |
| Training in the literacy/numeracy strategy  | E                                      | A, I, R              |
| Training in Special Educational Needs strategies  | D                                      | A                    |
| Willingness to undertake appointed person certificate in first aid administration   | D                                      | A                    |
| Specialist subject knowledge curriculum/ resources ( <b>enter specifics here</b> ) if required by school  | E                                      | A,I,R                |
| <b>Professional Values &amp; Practice</b>   | <b>E = Essential<br/>D = Desirable</b> | <b>Identified By</b> |
| High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements           | E                                      | A, I, R              |
| Ability to build and maintain successful relationships with pupils, treat them consistency, with respect and consideration, and demonstrate concern for their development as learners | E                                      | A, I, R              |
| Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work   | E                                      | A, I, R              |
| Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice   | E                                      | A, I, R              |
| Able to liaise sensitively and effectively with parents and carers recognising role in pupils' learning   | E                                      | A, R                 |
| Able to improve their own practice through observations, evaluation and discussion with colleagues  | E                                      | A,I,R                |
| <b>Other Circumstances</b>  | <b>E = Essential<br/>D = Desirable</b> | <b>Identified By</b> |
| An ability to fulfil all spoken aspects of the role with confidence through the medium of English   | E                                      | Interview            |