



Person Specification

Post: Learning Assistant Level 3 + SEN Allowance



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



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Post: Learning Assistant Level 3



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