



# Person Specification

## POSITION: Learning Assistant Level 3

CRITERIA	E= Essential D = Desirable	Identified by
<b>Knowledge</b> <ul style="list-style-type: none"> <li>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</li> <li>Working knowledge and understanding of principles of child development, learning styles and independent learning</li> <li>Working knowledge of relevant policies/codes of practice/legislation</li> <li>Understanding of inclusion, especially within a school setting</li> <li>Experience of resources preparation to support learning programmes</li> </ul>	E  E E E E	Application Form/Interview  Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview
<b>Skills and Abilities</b> <ul style="list-style-type: none"> <li>Ability to work effectively within a team environment, understanding classroom roles and responsibilities</li> <li>Ability to build effective working relationships with all pupils and colleagues</li> <li>Ability to promote a positive ethos and role model positive attitudes</li> <li>Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate</li> <li>Ability to adapt own approach in accordance with pupil needs</li> <li>Excellent personal numeracy and literacy skills</li> <li>Effective use of ICT to support learning</li> </ul>	E E E E  E E D	Application Form/Interview Application Form/Interview Interview Interview  Interview Application Form/Interview Application Form/Interview
<b>Qualifications and Training</b> <ul style="list-style-type: none"> <li>Relevant experience of working with children in an educational setting (within specified age range/subject area)</li> <li>NVQ III or equivalent in teaching assistance or relevant experience</li> <li>Requirement to complete DfES Teacher Assistant Induction Programme</li> <li>Willingness to participate in relevant training and development opportunities</li> <li>Training in the literacy/numeracy strategy</li> <li>Training in Special Educational Needs strategies</li> <li>Willingness to undertake appointed person certificate in first aid administration</li> <li>Specialist subject knowledge curriculum/ resources (enter specifics here) if required by school</li> </ul>	E D E E E D D E	Application Form Application Form Interview Interview Application Form Application Form Interview Application Form/Interview
<b>Professional Values and Practice</b> Must be able to demonstrate all of the following: <ul style="list-style-type: none"> <li>High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements</li> <li>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.</li> <li>Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work</li> <li>Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice</li> <li>Able to liaise sensitively and effectively with parents and carers recognising role in pupils' learning</li> <li>Able to improve their own practice through observations, evaluation and discussion with colleagues</li> </ul>	E	Application Form/Interview
<b>Other Circumstances</b> An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview