



St. Helens
Council

Person Specification

Post: Learning Assistant Level 3

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

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