



Wick and Marcross Church in Wales Primary School Learning Support Assistant - Person Specification

JOB TITLE: Learning Support Assistant

SCHOOL: Wick and Marcross Church in Wales Primary School **GRADE 4** SCP L5 – L7

The person specification outlines the main attributes needed to adequately perform the post specified. In drawing together the specification, a critical examination of the job description has been undertaken to pinpoint those elements of the post deemed as essential. The person specification is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and short listing candidates. You should refer to and address each point of the person specification, giving evidence of what skills, experience and knowledge you have in each of these areas. Always be specific. Do not use general phrases such as “I have the necessary skills...” or “I am confident I can do the job well...”. The short listing panel will need to know how you meet the requirements based on the evidence you provide.

	ESSENTIAL	DESIRABLE	DETERMINED BY
FAITH COMMITMENT	<ul style="list-style-type: none"> Committed to developing the distinctive Christian character of our Church in Wales Primary school. 	<ul style="list-style-type: none"> Sensitivity to the Christian foundation of the school. 	Application form Reference
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> Level 2 qualification or equivalent. Qualifications which will allow you to support learners throughout the school with their literacy and numeracy. Training in relevant strategies to support learners’ progression eg well-being / play 	<ul style="list-style-type: none"> First Aid qualification Experience of additional interventions. 	Application form and verification of qualifications.
EXPERIENCE	<ul style="list-style-type: none"> Previous experience of working in a school team. 	<ul style="list-style-type: none"> Working with learners with additional learning needs. Able to support learners resolve conflicts. 	Application form and, for short listed candidates, interview questions.
PROFESSIONAL KNOWLEDGE, SKILLS AND ABILITIES	<ul style="list-style-type: none"> A clear understanding of childhood development. Confidence to suggest and initiate games and activities for children to promote well-being and learning. Able to use creativity and imagination to enhance the learning environment, including the outdoors. A commitment to working outdoors – even in poorer weather. Ability to communicate and liaise effectively with families and other school partners. Commitment to safeguarding, equal opportunities and health and safety. 	<ul style="list-style-type: none"> Able to communicate in Welsh or willingness to learn. Confident use of ICT or willingness to learn. 	Application form and, for short listed candidates, interview questions.

PERSONAL ATTRIBUTES	<ul style="list-style-type: none">• Adaptability to changing circumstances and new ideas.• Energy and vigour, coupled with an approachable, warm and sensitive manner.• Demonstrate loyalty, integrity, enthusiasm, sensitivity, confidentiality and professionalism.• Flexible, self-motivated and resilient.	<ul style="list-style-type: none">• Committed to further professional development.	Application form and, for short listed candidates, interview questions.
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