



Broadlea Primary School Learning Support Assistant Person specification

Qualifications and training	
Essential	Desirable
<ul style="list-style-type: none"> • Five or more GCSEs at grades 9 to 4 or equivalent, including English and maths. • A relevant qualification within education or childcare (for example NVQ Level 3 award in supporting teaching and learning within schools). 	<ul style="list-style-type: none"> • First aid training. • Safeguarding training • CPD related to supporting children with SEND including SEMH needs, ASC, ADHD and Attachment and Trauma related needs
Skills and experience	
Essential	Desirable
<ul style="list-style-type: none"> • Recent experience of working with children within a primary school setting. • Experience of record keeping and monitoring. • Effective oral and written communication skills. • Demonstrable levels of numeracy and literacy. • Good organisational skills and time management. • Excellent communication skills. • Effective problem-solving skills. • The ability to remain calm under pressure. • The ability to be proactive in seeking solutions. • The ability to work with pupils in a professional manner. • Experience working with children and young people with additional needs. 	<ul style="list-style-type: none"> • Experience of supporting children with EHCPs • Experience of multi-agency working.

Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> • Knowledge of areas of legislation relevant to child protection and safeguarding. • Knowledge of relevant school policies and procedures. • Recent knowledge and understanding of the KS1 or KS2 curriculum. 	<ul style="list-style-type: none"> • Experience of teaching early reading and delivering a synthetic phonics programme. • Experience of supporting children with SEND and behavioural needs. • Knowledge of legislation and statutory guidance specific to primary schools.
Personal traits	
The successful candidate will be	
<ul style="list-style-type: none"> • Able to work independently but also as part of a team. • Have high expectations for all children. • Dedicated to their practice. • Punctual and professional within all aspects of their role with a high regard to school policies and procedures. • Able to maintain successful working relationships with colleagues. • Reliable and able to be flexible in their approach to work. • Positive and engaging. • Able to plan and take control of situations. • Capable of handling demanding workload and successfully prioritising work. • Empathetic to those who face barriers to their learning. • Patient with pupils who take longer to understand information. 	
Additional requirements	
The successful candidate will have	
<ul style="list-style-type: none"> • The capacity to work flexibly. • An enhanced DBS check. • Available references from a previous employer or organisation. 	

