

Cippenham Primary School
Learning Support Assistant (LSA)
Person Specification



Competency		Essential or Desirable	Method A: Application I: Interview P: Portfolio
Experience	1.1	Experience of :- Working with individual and groups of pupils in a primary learning environment.	Essential A
	1.2	Working constructively as part of a team.	Essential A/I
	1.3	Working with pupils with additional / special needs.	Desirable A/I
	1.4	Administration and ICT work, including updating pupil records, administering tests, marking pupils work and gathering data / information for analysis.	Essential A
Knowledge, Skills and Abilities	2.1	Ability to relate well to children and adults, both in and out of school and establish productive working relationships.	Essential I
	2.2	Ability to work flexibly, including accompanying staff and pupils on visits, trips and out of school activities, as required.	Essential A/I
	2.3	Effective use of ICT and other equipment / resources to support learning.	Essential A/I
	2.4	Knowledge of the national curriculum and other learning programmes for primary aged pupils.	Essential A/I
	2.5	Excellent effective communication, interpersonal and organisational skills.	Essential A/I
	2.6	Knowledge and understanding of classroom roles and responsibilities and your own position within these.	Essential A/I
	2.7	Ability to implement educational / behaviour plans and other programmes and feedback on progress under the guidance of teachers.	Essential A/I
Attitude and Approaches	3.1	The successful candidate will be: Able to tackle challenging issues, make decisions and convey outcomes clearly, positively and sensitively.	Essential I
	3.2	Able to demonstrate a positive approach with enthusiasm, energy and perseverance.	Essential A/I
	3.3	Hardworking and able to motivate others with enthusiasm.	Essential I
	3.4	Committed to the highest standards of safeguarding and child protection.	Essential A/I
	3.5	Satisfactorily cleared by an enhanced CRB check.	Essential Post Interview
Personal Qualities	4.1	A genuine concern to secure the educational progress of children irrespective of their background or ethnicity.	Essential A/I
	4.2	Respects and values the different experiences, ideas and backgrounds others can bring to work and teams.	Essential A/I
	4.3	Demonstrate reliability and integrity.	Essential A/I

Qualifications Professional Development / Other	5.1	GCSE grade C or above (or equivalent), in Maths and English.	Essential	A
	5.2	Commitment to improve own practice/knowledge through self-evaluation, learning from others and professional training.	Essential	A/I
	5.3	Training in specific learning strategies	Desirable	A
	5.4	First Aid training and qualification	Desirable	