



| <b>St Hugh's Catholic Primary School</b><br><b>Person Specification – Learning Support Assistant</b> |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                        |                                                             |
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|                                                                                                      | <b>Essential</b>                                                                                                                                                                                                                                                                                                                                          | <b>Desirable</b>                                                                                                                                                                                       | <b>Where Measured</b>                                       |
| <b>Qualifications</b>                                                                                | <p>A good knowledge and understanding of literacy and numeracy.</p> <p>Understanding of safeguarding.</p> <p>Willingness to work towards a qualification in a learning support role.</p>                                                                                                                                                                  | <p>GCSE grades A-C or equivalent.</p> <p>First Aid Certificate.</p> <p>Recent relevant training/qualification in a learning support/teaching assistant role.</p> <p>SEND qualification or training</p> | <p>Application form</p> <p>Certificate</p> <p>Interview</p> |
| <b>Experience</b>                                                                                    | <p>Experience of working with children in a primary school including those who are vulnerable or have SEND.</p> <p>Working with children who have specific additional needs.</p> <p>Working as part of a team.</p>                                                                                                                                        | <p>Experience of delivering specialist interventions and programmes</p> <p>Working in partnership with parents</p>                                                                                     | <p>Application form</p> <p>Interview</p>                    |
| <b>Knowledge and Understanding</b>                                                                   | <p>Ability to communicate effectively with pupils, colleagues and parents.</p> <p>To be confident to support the teaching of the primary curriculum.</p> <p>To support teaching staff to enable pupils to achieve their full potential.</p> <p>Awareness of children with differing needs and abilities and providing strategies to meet these needs.</p> | <p>Knowledge of the Primary Curriculum.</p> <p>Knowledge and understanding of complex needs</p> <p>Confident in use of ICT.</p>                                                                        | <p>Application form</p> <p>Interview</p>                    |

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| <b>Skills</b>                   | <p>Ability to work as either part of a group or individually.</p> <p>Inspire trust and confidence in children and encourage high standards of pupil behaviour at all times.</p> <p>A commitment to help to raise standards of achievement of all pupils.</p> <p>Always remain calm in a crisis.</p> <p>Communicate with both children and adults.</p> <p>Respect confidential Information.</p> <p>Attend training as required.</p> | <p>Willingness to contribute to the full life of the school.</p> <p>Willing to work as a midday assistant.</p> | <p>Application form</p> <p>Interview</p> <p>References</p> |
| <b>Personal Characteristics</b> | <p>Calm, creative, empathetic, organised, patient, resourceful and tolerant</p>                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                | <p>Interview</p> <p>References</p>                         |