

**Person Specification – Primary Learning Support Assistant**

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|  | **Essential** | **Desirable** |
| **Relationships** | An ability to form trusting, positive relationships with young people and families |  |
|  | An ability to use positive relationships to caringly support young people |  |
|  | Be an active and positive member of a staff team |  |
| **Pupil Progress** | Be aspirational for pupil’s academic and socio-emotional progress |  |
|  | Passionate about enabling all pupils to overcome barriers to learning and achieve success |  |
| **Professional Attributes** | An ability to put in discretionary effort |  |
|  | An ability to carry out tasks reliably and on time |  |
|  | A positive team member who is reliable and consistent and able to use their initiative |  |
|  | High expectations of yourself and also your colleagues |  |
|  | Empathic towards the pupils and their families and the challenges they may face | Positive behaviour management skills which also support pupils to develop positive strategies for managing their emotions effectively |
|  | Excellent interpersonal and communication skills for working in partnership with pupils, parents, colleagues  |  |
|  | A good sense of humour and ability to use it to defuse tense or stressful situations. PACE approach: ‘playful’ in nature |  |
|  | An ability to actively seek out opportunities to positively engage with pupils |  |
|  | Have a positive ‘can do’ attitude |  |
|  | Be emotionally resilient and calm under pressure  |  |
|  | Be able to think on your feet and adapt tasks to suit the learner  |  |

**Qualifications and Experience**

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|  | **Essential** | **Desirable** |
| **Education/Training** | A good standard of general education is essential, to ensure effective support of pupils’ progress and to be able to engage with them |  |
|  | Good numeracy/literacy skills  |  |
| **Experience** |  | Experience of working in a mainstream or specialist setting |
|  |  | Experience of working with or for young people in some capacity |