



The Nest

Learning Support Assistant – Person Specification

| | Essential | Desirable |
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| Qualifications and Professional Development | <p>GCSE grade C or above (or equivalent) in Maths and English.</p> <p>A commitment to improve own practice/knowledge through self-evaluation, learning from others and professional training.</p> | <p>Relevant childcare qualification.</p> <p>Training in specific learning strategies.</p> |
| Experience | <p>Experience of working with primary school aged children.</p> <p>Experience of working as part of a team.</p> <p>Experience of organising activities.</p> | <p>Experience of working in a school environment.</p> <p>Able to work under direction and on own initiative.</p> |
| Skills and Abilities | <p>Ability to relate well to children and adults and establish productive working relationships.</p> <p>Effective use of ICT and other resources to support learning.</p> <p>Excellent effective communication, interpersonal and organisational skills.</p> <p>Ability to implement plans and programmes and feedback on progress under the guidance of teachers.</p> <p>Ability to work flexibly, including accompanying staff and pupils on visits, trips and out of school activities, as required.</p> | <p>Understanding of how to ensure good behaviour through positive reinforcement.</p> <p>Knowledge of Special Educational Needs, in particular speech and language, learning skills, social interaction and self-help skills.</p> |
| Understanding and of the school's values and culture | <p>Willingness to embrace our school's values as follows:</p> <ul style="list-style-type: none"> ● Get Involved ● Embrace Challenge ● Show Kindness and Respect <p>Willingness to help to be part of a community where:</p> | |



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|---------------------------|---|--|
| | <ul style="list-style-type: none">• Difference is acknowledged and celebrated.• There is empathy for the lived experiences of others.• The children and adults are committed to learning about race, racism and anti-racism. | |
| Personal Qualities | <p>Able to demonstrate a positive approach with enthusiasm, energy and perseverance. Hardworking and able to motivate others. Kind, calm and patient. Organised and reliable. Able to maintain confidentiality. Resourceful and flexible. Good sense of humour. Able to have fun.</p> | |