



PERSON SPECIFICATION

Learning together

Post: Learning Support Assistant (LSA)

Essential: Experience working with children in an educational or childcare setting; strong communication and teamwork skills; commitment to inclusion, safeguarding, and pupil wellbeing.

Desirable: Experience supporting pupils with SEND; knowledge of EYFS and/or Key Stage 1; experience delivering small-group or individual interventions.

Impact of the Role

A successful Learning Support Assistant will enable pupils to access high-quality teaching, promote inclusion, develop independence, and contribute to a calm, caring, and inclusive school environment.

Safer Recruitment

The school is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to appropriate safeguarding checks, including an enhanced DBS check

Criteria	Essential	Desirable	Assessment Method
Qualifications	Literacy and numeracy skills appropriate to the role	NVQ Level 2 or equivalent in Supporting Teaching and Learning, Childcare or Education Knowledge of, and experience with a recognised phonics scheme such as Read Write Inc. (RWI) or similar	Application / Interview
Experience	Experience working with children or young people in an educational or childcare setting	Experience supporting pupils with SEND or additional needs	Application / Interview
Knowledge & Understanding	Understanding of safeguarding and child protection responsibilities	Knowledge of EYFS and/or Key Stage 1 curriculum	Application / Interview
Supporting Learning	Ability to support learning activities planned and led by the teacher	Experience delivering small-group or 1:1 support or interventions	Interview / Task
SEND & Inclusion	Commitment to inclusion and supporting pupils with additional needs	Experience working with EHCP targets or the graduated approach	Interview
Promoting Independence	Ability to encourage independence, confidence and positive learning behaviours	Experience using scaffolded support strategies	Interview
Behaviour & Wellbeing	Ability to support positive behaviour and emotional wellbeing in line with school policy	Experience supporting self-regulation or social communication skills	Interview
Communication Skills	Ability to communicate effectively with pupils, staff and parents/carers	Experience providing feedback to teachers or inclusion leads	Application / Interview
Teamwork	Ability to work collaboratively as part of a team and follow direction	Experience working within an inclusion or SEND team	Interview
Personal Qualities	Calm, patient, reliable, professional and reflective	Commitment to ongoing professional development	Interview
Safeguarding	Commitment to safeguarding and promoting the welfare of children	Willingness to undertake safeguarding and SEND training	DBS / References