

Reviewed May 2016

# PERSON SPECIFICATION

School: Forest Way School  
 Job Title: Learning Support Assistant (LSA)  
 Grade: Grade 5

	Grade 5		How assessed
	Essential	Desirable	
<b>Qualifications</b> <ul style="list-style-type: none"> <li>NVQ 2 in Supporting Teaching and Learning, or equivalent</li> </ul> OR Able to demonstrate the ability to meet the STL Level 2 National Occupational Standards relevant to this post. <ul style="list-style-type: none"> <li>Level 2 qualifications in maths/ numeracy and English/literacy.</li> </ul>	✓	✓	App/Doc
<b>Experience</b> <ul style="list-style-type: none"> <li>Limited experience of working in a child-focused environment, either as an employee or a volunteer.</li> <li>Experience of supporting teaching and learning in a formal setting</li> <li>Experience of supporting children and young people with learning difficulties and disabilities</li> </ul>	N/A  ✓	N/A  ✓	App/Int/ Ref
<b>Knowledge</b> <ul style="list-style-type: none"> <li>Knowledge of safeguarding/ child protection and health and safety procedures.</li> </ul>	✓		App/Int/ Ref
<b>Skills/Attributes</b> <ul style="list-style-type: none"> <li>Ability and willingness to undertake professional development.</li> <li>Good interpersonal skills.</li> <li>Empathy with children and young people.</li> <li>Ability to work effectively as part of a team.</li> </ul>	✓  ✓  ✓		App/Int  Int/Ref  Int/Ref  Int/Ref
<b>General Circumstances</b> <ul style="list-style-type: none"> <li>An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations.</li> </ul>	✓		App/Int

<p><b>Safeguarding</b>  Responsibility and accountability for safeguarding and promoting the welfare of children and young people.</p> <p>Awareness of current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.</p> <p>Able to recognise indicators that may lead to concerns and to take immediate action.</p> <p>Is committed to ensuring the safeguarding and well-being of children and young people and takes appropriate action where necessary.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		App/Int
<p><b>Factors not already covered</b></p> <p>Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act 2010.</p>	<p>✓</p>		Med

**App = Application Form**

**Test = Test**

**Int = Interview**

**Pre = Presentation**

**Med = Medical Questionnaire**

**Doc = Documentary Evidence (E.g., Certificates)**