

**Person Specification LSA D**  
**Grade**  
**Reynalds Cross School**



This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

**All candidates are obliged to disclose in their application details of convictions, cautions and any previous concerns raised in relation to Safeguarding issues. The school will assess such evidence and determine whether this presents an acceptable risk to safeguarding. If this presents an unacceptable risk then this will be a contra-indicator and the applicant will not be shortlisted.**

<b>Post Title</b>	<b>Learning Support Assistant</b>
<b>School</b>	Reynalds Cross School
<b>Salary Band/Range</b>	<b>Grade D</b>
<b>Hours / Weeks</b>	32.5
<b>Responsible to:</b>	Headteacher

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
<b>EDUCATION AND QUALIFICATIONS</b>	NVQ level 3 in Teaching assistance or equivalent qualifications or experience  Excellent numeracy and literacy skills	Evidence of Continuing professional development  Qualifications in physical interventions (Team teach)  Additional qualifications appropriate to job role	Application/Interview
<b>SKILLS AND ABILITIES</b>	Able to support with personal hygiene needs of pupils, responding sensitively. Also personal care i.e. showering  Support pupils accessing facilities i.e. swimming, toilets, trips out into community etc.,  Able to relate well to both young people and adults  Good communication, negotiation and persuasion skills	Experience of working with augmentative communication  To be willing to undertake test to drive school mini bus	Application/Interview/ Reference

	<p>Able to work effectively in a team and with other professional agencies</p> <p>Able to work on own initiative and take guidance when necessary</p> <p>Able to effectively record verbal and written information</p>		
<p><b>KNOWLEDGE AND EXPERIENCE</b></p>	<p>A good knowledge of all aspects of National curriculum, including EYFS and Foundation stage</p> <p>Able to deliver lessons to small groups of pupils</p> <p>Have experience of working or interfacing with special educational needs</p> <p>Have an understanding of complex medical needs i.e. epilepsy</p> <p>Be able to demonstrate the ability to support in personal conduct issues including the use of physical intervention</p> <p>Be able to use ICT as a learning and organisational tool</p> <p>Understand the school ethos and duty to safeguarding</p> <p>Experience of working/liaising with parents</p> <p>Experience of working with autism</p> <p>Experience of working with assessment i.e. data</p>	<p>Have a good understanding of strategies necessary to cue pupils in appropriately to enable them to feel secure</p> <p>Recent experience of LSA work with any age group</p> <p>Worked with augmentative education</p>	<p>Application/Interview/References</p>

<b><u>CORE BEHAVIOURS</u></b>	<b>Excellence</b> - With enthusiasm, you work to deliver a high quality service to meet customer, organisational and personal expectations. You adopt a 'can do' attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers.	Interview / References
	<b>Simplicity</b> - You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all.	Interview / References
	<b>Trust and Respect</b> -You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect.	Interview / References
	<b>Working Together</b> - You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or the communities we serve.	Interview / References
	<b>Responsibility</b> - You take ownership for your work and you use your initiative to deliver. You are accountable for your own performance and development and you take responsibility for your actions and decisions.	Interview / References
<b>OTHER REQUIREMENTS</b>	<p>To support the School's vision and follow policy and procedure</p> <p>Be committed to own professional development and show willingness to undertake appropriate training</p>	
COMPILED BY:AE		Date: July 2023