

# Orchard Junior School

## Learning Support Assistant

### Specification



	ESSENTIAL	DESIRABLE
A) Qualifications	<ul style="list-style-type: none"> <li>GCSE Maths and English level 4 or above.</li> <li>NVQ3 standard in childcare</li> </ul>	<ul style="list-style-type: none"> <li>Related academic Qualifications</li> <li>First aid qualification</li> </ul>
B) Experience	<ul style="list-style-type: none"> <li>Relevant experience working with Junior age pupils in an LSA role.</li> <li>Good understanding of behaviour and SEND issues and strategies to manage them.</li> <li>Ability to adapt and extend learning activities in response to pupils' achievement and plan ways to further enhance it.</li> <li>Ability to promote pupils' social development and self esteem.</li> <li>Working knowledge of national curriculum, particularly literacy and numeracy requirements and any other relevant learning programmes / strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Minimum of two years' experience</li> </ul>
C) Knowledge and understanding	<ul style="list-style-type: none"> <li>Safeguarding practices.</li> <li>Understanding of child protection, child development, health and safety and equal opportunities policies.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and familiarity of use of CPOMs (Child Protection Online Management System)</li> </ul>

<p>D) Skills / abilities</p>	<ul style="list-style-type: none"> <li>• Actively promote the school's values, ethos, aims and objectives.</li> <li>• Develop good professional relationships within and across teams.</li> <li>• Establish effective relationships with learners, parents / carers and the school community.</li> <li>• Effectively manage challenging behaviour.</li> <li>• Ability to introduce styles of learning to motivate and help pupils learn.</li> <li>• Ability to report on pupils' progress.</li> <li>• Ability to remain calm under pressure, show tact, diplomacy and common sense.</li> <li>• Demonstrate good organisational skills.</li> <li>• Effective communication with a range of stakeholders</li> <li>• Good literacy and numeracy skills in order to fulfil class based elements of the role.</li> </ul>	<ul style="list-style-type: none"> <li>• High Expectations</li> </ul>
<p>E) Personal characteristics</p>	<ul style="list-style-type: none"> <li>• Professionalism.</li> <li>• Excellent communication skills.</li> <li>• Flexibility, enthusiasm, resilience and drive.</li> <li>• A commitment to further personal professional development and training and that of colleagues.</li> <li>• DBS clearance before starting.</li> <li>• Proven ability to work unsupervised. Self-starter and proactive with a 'can do' attitude.</li> <li>• Maintain accurate records and formulate plans.</li> <li>• Inspire, engage and motivate all learners to reach their potential</li> </ul>	<ul style="list-style-type: none"> <li>• Creative and dynamic approaches.</li> </ul>