

Person Specification

Learning Support Assistant SEND : Tier 1 – 4

<i>Essential – E, Desirable – D, Application – A, Interview – I, Test - T</i>	
<u>EXPERIENCE</u>	
<p><u>Tier 1</u></p> <ul style="list-style-type: none"> • Working with or caring for children of relevant age • Relevant experience 	E/A/I D/A
<p><u>Tier 2</u></p> <ul style="list-style-type: none"> - Some experience of working in a school environment 	E/A/I
<p><u>Tier 3</u></p> <ul style="list-style-type: none"> - Involved in planning programmes of learning for individuals and small groups 	E/A/I
<p><u>Tier 4</u></p> <ul style="list-style-type: none"> - Experience of planning, delivering and evaluating learning 	E/A/I
<u>QUALIFICATION</u>	
<ul style="list-style-type: none"> • Good numeracy/literacy skills • Willingness to complete DfES Teacher Assistant Induction Programme • Participate in development and training opportunities • Willingness to obtain first aid qualification desirable 	E/I E/I E E
<p><u>Tier 2</u></p> <ul style="list-style-type: none"> - Good numeracy/literacy skills GCSE English and Maths grade C or above / or equivalent 	E/A
<p><u>Tier 3</u></p> <ul style="list-style-type: none"> - Teaching assistant qualification - Committed to continuous personal development 	E/A E/I
<p><u>Tier 4</u></p> <ul style="list-style-type: none"> - HLTA qualification or ability to meet standards 	E/I
<u>KNOWLEDGE, SKILLS & ABILITIES</u>	
<p>Tier 1 & 2</p> <ul style="list-style-type: none"> • Use basic technology – computer, video, photocopier • Ability to relate well to children and adults • Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these. 	E E E
<p><u>Tier 3</u></p>	

- Ability to use ICT effectively to support teaching and learning - word processing, computer, video, photocopier, ipad
- Skills test of 80%

Tier 4

- Ability to lead a team

Each tier above tier 1 will require all the preceding tiers qualifications, knowledge, skills and abilities in addition to the specific tier requirements.