



NIGHTINGALE
SCHOOL

Person Specification – Learning Support Assistant

Our ideal Learning Support Assistant is:

A hard worker, committed to supporting children in an inclusive school environment
Able to think and work flexibly and creatively to personalise work for children with additional needs
Open to receiving guidance from colleagues and strategic training partners in order to enhance their practice
A calm individual who approaches life's challenges with persistence and composure
Determined that no child will be left behind and able to meet individual needs through personalisation
Well organised and skilled in keeping accurate records of children's work and achievements
Able to use computers with ease for communication (e-mail) and recording children's work
Somebody who likes to take care of resources and ensure our school always looks clean, bright and well organised
A good listener, who builds supportive relationships and creates safe spaces for children and their families to be heard
Fiercely committed to equality and the promotion of the rights and responsibilities we have as global citizens
Committed to upholding the school's positively framed behaviour management policy (which can be found on our website)
A team player who will contribute to high morale amongst their colleagues

The following elements will ensure that you are able to support children effectively at Nightingale

	Essential	Desirable
Minimum qualification: Relevant NVQ level 3 qualification (For example in supporting teaching and learning or Early Years Education or a degree level qualification.)	✓	
Minimum GCSE Grade C/4 or above in English and Maths or equivalent	✓	
Working knowledge of the National Curriculum for England (2014)		✓
Working knowledge of the SEND code of practice		✓
Evidence of recent professional development relevant to the post		✓
Knowledge of our specific reading programmes, Read Write Inc (KS1) or Destination Read (KS2)		✓
Good subject knowledge to support the primary curriculum, particularly English and Maths	✓	
Experience of supporting children with a range of additional needs (including Autism Spectrum Disorder)		✓
Able to offer after school enrichment clubs in a specialist area such as cookery, art, music or sport		✓