



Fairholme Primary School

Learning Support Practitioner (LSP) Person Specification

Line Manager: Year Group Leader/Deputy Headteacher/Headteacher

Grade/Salary Scale: Scale 5, 30 hours per week, 8.30am-3:30pm, term time only including inset days

	Essential	Desirable
Qualifications	Minimum of 5 GCSEs, including English and maths, or equivalent	- Level 3 Teaching Assistant qualification (or equivalent) - Degree - A recent First Aid qualification
Experience	- Proven experience of working with pupils in a KS2 primary school setting - Experience of supporting children's learning and progress - Demonstrable experience of implementing effective group interventions - Experience of developing positive relationships with children - Experience of working with children with a range of needs, including SEND ☐ Experience of working effectively in partnership with teachers, including contributing to marking and feedback	- Knowledge of the National Curriculum and assessment - Experience of leading learning activities and/or covering classes for short periods during the school day
Knowledge and Understanding	- Applicants should have knowledge and understanding of: - The needs of children in a primary school setting - Child development and the ways in which children learn - The roles played by various adults in a child's education - Effective behaviour management strategies - Equality of opportunity - Safeguarding and promoting the welfare of children ☐ The KS2 curriculum, assessment and SATs	Knowledge of interventions and strategies used to support children's learning and progress in school
Skills and disposition	- Able to be an excellent professional role model - Highly organised, with good attention to detail and the ability to meet deadlines - Good standard of written and spoken English, with the ability to communicate clearly and effectively with pupils, parents and colleagues - Ability to monitor pupils' responses to learning and modify approaches accordingly - Ability to adapt learning and communication approaches to meet individual pupils' needs - Ability to encourage pupils to develop independence, confidence and resilience in their learning - A commitment to improving standards and outcomes for all pupils - Excellent interpersonal skills, with the ability to build positive and respectful relationships with children and adults - Ability to follow procedures and instructions, while also using initiative when required - Ability to work independently and as part of a team - A positive and consistent approach to supporting and managing children's behaviour - Able to contribute to maintaining a caring, safe and stimulating environment for pupils - Good administrative and ICT skills - Ability to work under pressure and prioritise tasks effectively - Flexible and adaptable approach to the needs of the school and pupils	Ability to speak a community language

	• Diplomatic and discreet, with a clear understanding of confidentiality • A commitment to safeguarding and promoting the welfare of children • An understanding of and commitment to equality of opportunity for all • Excellent standards of professional conduct, including appropriate use of social media • Reliable and committed to maintaining high standards of attendance • Willingness to contribute to the wider life of the school	
Professional Development	• Commitment to personal and professional development and lifelong learning • Willingness and enthusiasm to engage in relevant training, develop new skills and continuously improve practice	

Please note: The supporting statement is very important in our selection process and must show how you feel you meet the areas of the person specification as set out above, including any examples of relevant experience.

Please note: Holidays may not be taken during term-time.