**Person Specification: Classroom Cover/Learning Support Assistant**

|  |  |
| --- | --- |
| **Essential Qualities** | **Desirable Qualities** |
| Educational Qualifications |
| * 5 GCSEs (or equivalent) at grade C or above, including Maths and English
* Degree in an academic subject from a reputable higher education consitution
 | * A recent graduate looking to use this post as a stepping stone to a career in teaching
* Degree or equivalent
* A relevant, up-to-date first aid qualification (or willingness to train to achieve one)
 |
| Skills, abilities and experience |
| * Is punctual, reliable, well organised and committed to high standards
* Is patient, optimistic and possess a good sense of humour
* Can be an outstanding ambassador for the school
* Is able to empathise with children and young adults
* Excellent communication skills
* Experience of working in a team and with enthusiasm, direction and positive spirit
* Ability to work autonomously
* Outstanding interpersonal skills
* Excellent organisational skills
* Flexibility and the ability to work calmly and quickly under pressure
* Resourceful and with the ability to multi task and prioritise
* Proactive in looking for solutions and addressing potential problems and yet still a team player and someone who follows school policies
 | * Experience of working in an educational environment
* Experience of working with teachers and teenage children
* A commitment to personal and professional development
* Experience of constructive cooperation with parents/carers
* Experience of delivering first aid
* Experience of using a variety of IT packages including email, word processing and spreadsheets
 |
| Personal Qualities |
| * Can demonstrate genuine warmth and interest in the pupils’ care
* Warm and empathetic personality
* Team player.
* Supportive of colleagues
* Common sense
* Sense of humour and proportion
* Discrete and able to maintain confidentiality
 | * An interest in the School, its purpose and ethos
* Motivator of self and others
 |
| Child protection |
| * Commitment to the protection of children and young people
* Willingness to follow the School’s Safeguarding procedures
 |  |