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

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| **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 |  |