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**Person Specification**

**JOB TITLE: Learning Support Assistant (LSA)**

**REPORTING TO:** Head of Specialist Curriculum or

Specialist Academic & Study Support Coordinator

**EFFECTIVE FROM:** September 2018

**Essential and Desirable Criteria for the Post**

The successful candidate will be able to demonstrate that they meet the following criteria:

#### Qualifications and Knowledge

* A-Level qualifications or degree (desirable)
* English and maths at Level 2 (essential)
* Trained First Aider (desirable)

#### Experience

* Experience of providing personalised academic support for young people and vulnerable adults with a range of learning and physical disabilities (desirable)
* Experience of providing or assisting in providing personal care and associated support for young people and vulnerable adults with a range of learning and physical disabilities (desirable)
* Experience of manual handling and providing personal care for others with physical limitations (desirable)
* Experience of working independently under specific guidance and direction
* Experience of working within a team and effectively contributing to excellent team dynamics
* Experience of working to and complying with policies and procedures, particularly relating to the health, safety and welfare of others
* Ability to demonstrate a high level of discretion and confidentiality

#### Skills and Qualities

#### Effective communicator and motivator

#### Skilled in working with young people and vulnerable adults

#### Self-motivated and effective role model

#### Hard working and able to model effective study habits

#### Has a desire to make a difference to others and support the development of the College

**Personality and Motivation**

* The ability to create and communicate vision and to inspire and motivate others to raise standards
* The ability to maintain high standards of personal behaviour and professional conduct at all times
* A commitment to the concepts of growth mindset and ‘unconditional positive regard’ in the context of our working relationships.
* Strong commitment to promoting and providing high quality general education for post-16 students
* Strong commitment to continued professional development and the ethos of continuous improvement
* Demonstrable resilience, strong ambition and determination to succeed, always putting the student at the heart of everything we do.