

## Person Specification

### Learning Support Assistant: Grade 5

	Essential Criteria	Desirable Criteria
<b>Experience</b> (Relevant work and other experience)	<ul style="list-style-type: none"> <li>Relevant experience within the context of the role.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with young people.</li> </ul>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>Good standard of general education to GCSE including Maths and English Grade C or above (or equivalent).</li> </ul>	<ul style="list-style-type: none"> <li>Computer literate.</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>Willingness to undertake personal development and training to update knowledge and skills.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of recent training.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Ability to work effectively as a member of a team.</li> <li>Good, clear communication skills.</li> <li>Excellent interpersonal skills.</li> <li>An excellent personal manner.</li> <li>Ability to communicate with and maintain positive relationships with students and staff.</li> <li>Ability to stay calm under pressure.</li> <li>Good organisational skills.</li> <li>Ability to work on own initiative.</li> <li>Ability to handle sensitive and confidential issues.</li> <li>Ability to adhere to procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of Child Protection and Health and Safety procedures.</li> <li>First Aider.</li> <li>Experience of supporting teaching and learning at both KS3 and KS4.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>Commitment to the ethos and aims of the school.</li> <li>Initiative and enthusiasm.</li> <li>Patient and conscientious.</li> <li>Excellent work ethic.</li> <li>Punctual</li> <li>Ability to maintain appropriate and supportive working relationships.</li> <li>Good role model for students.</li> </ul>	<ul style="list-style-type: none"> <li>Confident to speak to a wide range of people.</li> <li>Well motivated; ability to work with minimum supervision.</li> <li>Resilient and adaptable.</li> </ul>