

## Person Specification Learning Support Assistant

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Good levels of competency in literacy &amp; numeracy</li> <li>• A minimum of 5 GCSE's (or equivalent) to include English &amp; Maths at Grade C</li> <li>• Level 3 Teaching Assistant Qualifications or Supporting Teaching &amp; Learning in School Certificate (Level 3) or equivalent experience</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of Further Education such as A Levels</li> <li>• Graduate qualification to enable support to be given to a subject within the school</li> <li>• Post 16 vocational qualifications</li> </ul>	Application Qualifications
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Accurate and fluent written communication skills</li> <li>• Ability to orally communicate effectively with a range of audiences</li> <li>• Ability to engage and motivate pupils</li> <li>• Effective time management skills which allow students to complete set activities at an appropriate pace</li> <li>• Ability to deploy behaviour management strategies effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of the code of Practice</li> </ul>	Application References Interview
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Experience of supporting individual/groups of children</li> <li>• Experience of using interpersonal skills to work through difficult situation</li> <li>• Knowledge of Behaviour strategies and strategies to support children in the classroom</li> <li>• Knowledge of KS3 and/or KS4 curriculums</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of ICT packages i.e. Word, PowerPoint, Arbor</li> <li>• Experience of working in a learning environment such as a learning centre or school/college</li> <li>• An understanding of the challenges faced by children with recognised difficulties such as Autism, Asperger's, ADHD, Dyslexia etc</li> </ul>	Application Interview Reference
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to inclusion</li> <li>• To undergo an enhanced DBS check</li> </ul>		Interview