

Personal Specification – Learning Support Assistant

	Essential	Desirable
Qualifications		
GCSE English and Maths grade C/Level 4 or higher	X	
A Levels or Equivalent		X
Teaching Subject and/or Related Degree		X
Teaching Assistant qualification		X
Specific and relevant qualifications/training		X
Evidence of further study		X
Qualification in niche subjects (eg. Latin, Mandarin)		X
Experience		
Working within a school environment		X
Delivery of specific literacy/ numeracy/ speech/ language/ social or emotional/ specialist support programmes		X
Previous experience of implementing new initiatives		X
Previous experience of working with specialist equipment (for positions where this is applicable) or children with specialist needs		X
Skills, Knowledge and Personal Qualities		
Work towards and support the Academy's vision and the objectives	X	
Fully subscribe to the Academy Values of Respect, Determination and Ambition, Tolerance and Integrity regarding themselves, the Academy and our young people	X	
Experience/Potential in the skills, expertise and knowledge across the wide range of required areas for this post	X	
Excellent interpersonal skills with the ability to form and maintain appropriate relationships with children	X	
Excellent interpersonal skills with the ability to form and maintain appropriate relationships with adults	X	
A belief that students can achieve	X	
Calm but purposeful in relation to young people	X	
Set appropriate personal boundaries with young people	X	
Uphold school ethos, values, procedures and guidelines at all times with utmost consistency	X	
Ability to create / contribute to a stimulating classroom environment	X	
Self-motivator/ initiative and proactive practitioner	X	
The ability to deal with peaks and troughs of workload	X	
Perspective and sense of humour	X	
A team player and a 'volunteer' character	X	
A significantly positive attitude to work	X	
A 'can do' attitude and a mentality of going 'above and beyond' expectation	X	
Ability to embrace change and be flexible	X	
Well organised with good time management	X	
Ability to prioritise	X	
Excellent written communication skills	X	
Sound ICT skills	X	
Reliable and trustworthy	X	
Calm under pressure and enjoyment in overcoming challenges	X	
Professional understanding of the importance of confidentiality	X	
Have a sense of humour, warmth, stamina, energy and resilience	X	