



Learning Support Assistant - Person Specification

You should be able to demonstrate that you meet the following criteria:

E = Essential
D = Desirable

Measured by:

A. Application Form
C. Interview

B. Test / Exercise
D. References

Qualifications

E	• GCSE level of education C or equivalent (to include English and maths)	A
D	• Relevant qualification or experience	A
E	• A good level of appropriate ICT skills	A

Experience/Knowledge

E	• At least 1 years' experience working with young people effectively.	A
E	• Able to work with students on a 1:1 or small group basis.	B
E	• Able to differentiate class work, activities and create appropriate resources for pupils.	A B
E	• Professional attitude and ability to forge positive relationships with students, parents and staff.	A C
E	• Successful contributions to team work	D
E	• Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	A C
E	• Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	A C
E	• A clear understanding of effective safeguarding within the academy	A C

Skills, Attributes and Abilities

E	• Competency using ICT for recording, monitoring and reporting.	A
E	• Be resilient, reliable, in good health, and possess a sense of humour	D
E	• Ability to use progress data of students to track and raise attainment of students for whom responsible	C
E	• Good working knowledge of assessment for learning approaches and their classroom application	C
E	• To promote equality, diversity and inclusion and demonstrate this within the role.	A C
E	• To be jointly responsible for promoting and safeguarding the welfare of students	A C
E	• Ability to form and maintain appropriate relationships and personal boundaries with students	A C
E	• The ability to work effectively and efficiently as part of and group and individually	A C
E	• Strong interpersonal skills and the ability to communicate effectively and clearly with young people and adults	A C
E	• An ability to respect sensitive and confidential work and respect the wishes of others	A B C

Training

E	• A willingness to develop professionally through training	A C
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General

E	• Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability	A C
E	• Committed to raising standards of achievement	C
E	• Take a key role in contributing to extra-curricular activities	A C

E	• Committed to the principles of the Academy programme	C
E	• Possess personal integrity, warmth and a willingness to grow and learn	C
E	• Commitment to the education of the 'whole child,' i.e. social, emotional and citizenship development	C
E	• Enhanced DBS Check	B
E	• A willingness to carry out all duties within the role to the best of your ability	D
E	• Adopting a co-operative approach to the vision of the academy	A C

*WRA Trust is committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place. **All appointments are subject to an enhanced DBS Disclosure.***