Person Specification

SEN Learning Support Assistant (LSA)

Please state, on the application form, in numerical order, how you meet the following selection criteria. Candidates will be shortlisted entirely on the basis of the extent to which they meet the criteria in their application form. Please ensure that you address every aspect, in turn, and number them under each heading. **All elements are essential unless otherwise stated**. Where 'desirable' is stated, only comment if you have the appropriate skills or experience. **Please ensure that your supporting statement is no more than two pages of typed A4.**

	Method of Assessment
Qualifications and Experience	
1. Experience of working within an education setting	I/A/C
2. Good numeracy/literacy skills (minimum of grade C at GCSE or equivalent) in both English and Maths	I/A
3. Experience of working with students of secondary age *(desirable)*	I/A
Skills, Knowledge and Understanding	
4. To be very well organised and produce high quality work that meets all deadlines	I/A
5. To be able to present yourself very effectively, in both speaking and writing	I/A
6. An understanding of principles of child development and learning processes	I/A
7. An understanding of the key stage 3 and 4 curriculum and other relevant learning programs	I/A
8. A good understanding of the importance of social skills and speech and language	I/A
9. Ability to use ICT effectively to support learning	I/A
Personal Qualities	

10. Be ambitious and have high expectations of yourself	I/A
11. Be able to demonstrate strong resilience in the face of adversity	I/A
12. Be able to persevere to achieve the best possible outcome	I/A
13. Be intellectually curious and keen to learn alongside students and co-workers	I/A
14. Be able to use your imagination and be a profound thinker	I/A
15. Be creative – develop new ideas/solutions that have real value	I/A
16. Be motivated to use your initiative – be an excellent self-starter, identifying areas for self-development	I/A
17. Be optimistic by nature	I/A
18. Be able to work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	I/A

Key: A = Application, I = Interview and assessment, C = Certificate