

## Person Specification – Learning Support Assistant

**Responsible to:** SENDCo/SEND Manager

The successful applicant will demonstrate the following experience, skills, and characteristics:	Stage of recruitment process at which criteria will be measured:			
	Essential / Desirable	Application Form / Supporting Statement	Interview	Assessment
<b>Experience:</b>				
• Experience of working effectively within a team and playing a motivating role	<b>E</b>	✓	✓	
• Ability to work with flexibility and independence	<b>E</b>	✓	✓	
• Experience with SEN/EAL would be an advantage	<b>D</b>	✓	✓	
• You may have some experience working with challenging behaviour	<b>D</b>	✓	✓	
• You will have some experience working with young people	<b>D</b>	✓	✓	
• Previous experience of working in a school or other academic environment	<b>D</b>	✓	✓	
<b>Qualifications / Training:</b>				
• A good basic education to GCSE (or equivalent) in literacy and numeracy. Or other evidence of being suitably numerate and literate in English	<b>E</b>	✓	✓	✓
• You will have or be willing to undergo appropriate First Aid training	<b>E</b>	✓	✓	
<b>Knowledge / Skills:</b>				
• You have excellent literacy and communication skills, including proficiency in accurate written and spoken English – the ability to make points clearly and confidently, providing information and advice in accurate spoken English, and able to understand the views of others	<b>E</b>	✓	✓	✓
• You have good numeracy skills (e.g. GCSE Mathematics)	<b>E</b>	✓	✓	✓
• You have advanced ICT skills	<b>D</b>	✓	✓	
• You will have a proven track record of successful communication with parents, or other stakeholders in a professional manner	<b>E</b>	✓	✓	

• The ability to prioritise own time, work under pressure and meet deadlines with a sense of balance and perspective	E	✓	✓	
<b>Personal Characteristics:</b>				
• Positive, common-sense approach and the ability to use initiative	E	✓	✓	✓
• Able to maintain complete confidentiality and discretion at all times, combined with a calm personality and sound judgment	E	✓	✓	
• You have an awareness of and a commitment to equal opportunities	E	✓	✓	
• You have a commitment to safeguarding and promoting the welfare of children, young people and adults	E	✓	✓	
• You have an awareness and adherence to relevant health and safety regulations and policies	E	✓	✓	
• Able to work as part of a team and independently, as required, recognising and accepting line management	E	✓	✓	
• You are punctual, flexible, reliable, and well organised with good time-keeping and time-management	E	✓	✓	

Applicants who fail to adequately address relevant criteria in their application form and supporting statement will not be considered.