



Person Specification

POST: LEARNING SUPPORT ASSISTANT

DATE: 14/09/2023

Recruitment and Selection Policy Statement

The Governing Body will ensure that all staff, job applicants, and students seeking admission to the school do not suffer direct or indirect discrimination on the grounds of sex, race, age, disability, sexual orientation, marital status, religion or belief, and are not disadvantaged by any other condition or requirement which cannot be shown to be justifiable.

CRITERIA	STANDARD	E/D	MEASURED BY
Experience	Experience of providing personal care within the care sector.	E	Application form.
	Experience of working with young people, ideally in education.	D	Application form/interview.
Skills	Good literacy and numeracy skills; ideally to GCSE standard in English and mathematics.	D	Application form/interview.
	Excellent organisational skills; able to manage own time effectively and remain calm under pressure.	E	Application form/interview.
	Commitment to develop in the role and take responsibility for own CPD.	E	Application form/interview.
Attributes	Ability to establish rapport and respectful and trusting relationships with students and colleagues.	E	Application form/interview.
	Ability to be flexible and adaptable, accommodating occasional changes in the working day.	E	Application form/interview.

The standards of the job specification are termed as essential (E) or desirable (D)