**CITY OF BRISTOL COLLEGE**

**PERSON SPECIFICATION**

**TEAM: ALS and Learning Support JOB TITLE: Learning Assistant JOBS REF: 00028**

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications | Educated to level 3 or equivalent. BSL Level 3 minimum for CSWs working with BSL usersBSL Level 2 minimum + Level 2 Certificate in Manual or Electronic Notetaking for Deaf People (CACDP or equivalent) for CSWs working with oral learners who may use some signLevel 2 English qualification for those working with Deaf/Hearing Impaired | A recognised academic qualification or other professional qualification relevant to the role. A specialist qualification in some aspect of Additional SupportFor those working with Deaf/Hearing Impaired students:Signature Level 3 Certificate in Communication Support Work for Deaf Learners, or equivalentSignature/IBSL - BSL NVQ Level 3 or 6 or equivalentInterpreting skills at Level 6NVQ 2 or 3 in Lipspeaking NVQ/Stage 2 or 3 in Notetaking/Electronic NotetakingLevel 2/3 in Communication and Guiding Skills with Deafblind peopleLevel 3 Award in Modifying Written English texts for Deaf peopleOCN Level 3 Notetaking for Learners with DisabilitiesCIEA OLM Deaf Studies degreeGeneral degree (BA/BEd/BSc)English Level 3 |
| Experience | Delivery of Additional Support or Coaching or related service related to this roleFor those working with Deaf/Hearing Impaired students - Experience of interpreting and/or note taking in a variety of settingsA detailed understanding of current trends and issues in planning and meeting individual support needsA working knowledge of the Social Model of support and of the Cultural/linguistic minority model, for those working with Deaf/Hearing Impaired studentsAn understanding of the role of individual records in data collection and audit complianceExperience of working within budget constraints to maximise efficiency | An understanding of the wider changes and challenges facing the FE sector. A detailed understanding of barriers to effective student participation, and how to tackle such barriersExperience of having assessed individuals and created learning plansFor those working with Deaf/Hearing Impaired students:Experience of interpreting and/or note taking in an educational settingExperience of language modification (written) |
| Skills, Abilities and Competencies | Ability to promote a first class learner focused approach to assessment and supportExcellent interpersonal and communication skills, and for those working with Deaf/Hearing Impaired students, clear in communicating spoken and written English, and BSLBe able to undertake research and evaluate the quality of servicesAbility to develop positive, collaborative working relationship with partners, and stakeholdersHave the skills to build effective relationships with young people, colleagues and other professionalsCommitment to self-development and the development of others.  |  |
| Personal Qualities | The successful candidate will show a strong commitment to and lead exemplary behaviours maintaining an ethos of equality and diversity across the College. The successful candidate will promote and engender a safe environment for young people and vulnerable adults. |  |