

**Job Title:** Learning Support Assistant (LSA)

**Grade:** 5

	<b>Essential</b>	<b>Desirable</b>	<b>How assessed</b>
<p><b><u>Qualifications</u></b></p> <ul style="list-style-type: none"> <li>NVQ 2 in Supporting Teaching and Learning, or equivalent</li> </ul> <p>OR</p> <p>Able to demonstrate the ability to meet the STL Level 2 National Occupational Standards relevant to this post.</p> <ul style="list-style-type: none"> <li>Level 2 qualifications in maths/numeracy and English/literacy</li> <li>Evidence of related professional development</li> </ul>	✓		App/Doc
<p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>Experience of supporting teaching and learning in a formal setting</li> <li>Minimum of three years working with children</li> <li>High level of organisational skills</li> <li>Experience of working independently with small groups of students</li> </ul>	✓ ✓ ✓ ✓		App/Int/ Ref
<p><b><u>Knowledge</u></b></p> <ul style="list-style-type: none"> <li>Knowledge of child protection and health and safety procedures.</li> </ul>	✓		App/Int/ Ref
<p><b><u>Motivation</u></b></p> <ul style="list-style-type: none"> <li>Able to work under pressure</li> <li>Able to work under minimum supervision</li> <li>Able to demonstrate self-motivation</li> <li>Able to work flexibly</li> </ul>	✓ ✓ ✓ ✓ ✓		

<ul style="list-style-type: none"> <li>• Able to work as part of a team</li> <li>• Able to take responsibility within the team.</li> </ul>	✓	<b>Desirable</b>	<b>How assessed</b>
<p><b><u>Skills/Attributes</u></b></p> <ul style="list-style-type: none"> <li>• Ability and willingness to undertake professional development.</li> <li>• Good interpersonal skills.</li> <li>• Empathy with children and young people.</li> <li>• Ability to work effectively as part of a team.</li> <li>• Ability to relate to a wide range of people at all levels.</li> <li>• Ability to relate to students.</li> <li>• Good organisational skills</li> </ul>	✓ ✓ ✓ ✓ ✓ ✓ ✓		App/Int Int/Ref Int/Ref Int/Ref
<p><b><u>General Circumstances</u></b></p> <ul style="list-style-type: none"> <li>• Attendance - evidence of regular attendance at work.</li> <li>• An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations.</li> <li>• Appearance to inspire confidence amongst colleagues.</li> </ul>	✓ ✓ ✓		App/Ref/ Med App/Int
<p><b><u>Application</u></b></p> <ul style="list-style-type: none"> <li>• Literate / well presented</li> </ul>	✓		
<p><b><u>Factors not already covered</u></b></p> <p>Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Disability Discrimination Act 1995.</p>	✓		Med

**App = Application Form**  
**Test = Test**  
**Int = Interview**  
**Pre = Presentation**  
**Med = Medical Questionnaire**  
**Doc = Documentary Evidence (E.g., Certificates)**