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**MOUNT ST MARY’S CATHOLIC HIGH SCHOOL**

**LEAD LEARNING SUPPORT ASSISTANT FOR INCLUSION - PERSON SPECIFICATION**

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| **Attributes** | **Essential** | **Desirable** | **Evidence** |
| Education, Training and Qualifications | * Minimum of 5 good GCSE's, including English and Mathematics
 | * Evidence of additional SEAL/ PLTS in relevant learning strategies e.g. literacy and/or in particular curriculum or learning area e.g. sign language, dyslexia, ICT, Maths, English.
* HLTA Qualification
* A willingness and ability to obtain and/or enhance qualifications and training for the development of the post
 | Application form and letter |
| Experience and knowledge | * Experience of working in a secondary school as a Learning Support Assistant, or a similar role
* Experience of working with children with a wide variety of educational and social needs
* Demonstrate understanding of how to support students’ learning and an ability to acquire further knowledge to contribute effectively and with confidence to the education of students
* Demonstrate familiarity with the school curriculum, the age related expectations of students, the main teaching methods and the testing/examination frameworks in the subjects and age ranges in which they are involved.
* Can use ICT effectively to support learning.
* Understanding of principles of child development and learning processes.
* Ability to evaluate learning needs and actively seek learning opportunities for students.
* Ability to relate well to children and adults.
* Work constructively as part of a team, understanding classroom roles and responsibilities in the context of the position.
* Knowledge of safeguarding and child protection procedures in a school setting.
 | * Experience of leading upon new initiatives
* Use of other equipment and technology to support learning.
 | Application form and letter InterviewReference |
| Other personal attributes | * Understand, respect and celebrate social, cultural, linguistic, religious and ethnic backgrounds.
* Able to build and maintain successful relationships with students, treating them equitably with respect and consideration.
* Demonstrate a commitment and ability to raising educational achievement to all students and to promote positive values, attitudes and behaviour.
* Understand the roles of parents and carers in students’ learning and development and demonstrate ability to liaise with parents and carers sensitively and effectively.
* Demonstrate a willingness and ability to improve own practices and methodologies through the utilisation of available information, tools, evaluation, observation and discussion with colleagues, mentors and line managers.
* Loyalty and commitment to the School
* Willingness to be flexible with working hours to respond to schools’ needs
* Commitment to uphold the Catholic Ethos of the School.
* Commitment to uphold the School Equalities Policy, Data Protection and Health and Safety Policies
 |  | Application form and letterInterviewReference |