

Person Specification

POST: Learning Support Assistant

The person appointed will provide evidence of the skills, abilities, knowledge, experience and qualifications required to perform the role in relation to working with children.

	Essential	Desirable	Method of Assessment
Qualifications	Effective numeracy and literacy skills (at a level equivalent to a good pass at NQF Level 2 i.e grade C/4 or above (or equivalent) – - proof of qualifications will be required	NVQ Level 2/3 for Teaching Assistants or equivalent qualification or experience Clean and current driving licence	All points application form/interview
Experience	Successful experience of working with children/ young people in an educational setting. Experience of working successfully with challenging and demotivated students to reengage them in learning Experience of implementing strategies to improve behavior	Successful experience of working with students with special or additional needs which can include learning, behavioural and communication difficulties.	All points application form/interview
Knowledge, Skills and Abilities	Ability to communicate well with students and staff and work as an effective team member Ability to co-ordinate and organize resources effectively Ability to motivate students and act as a positive role model for individuals and groups of students Ability to use ICT effectively to support learning Understanding of the role of teaching and support staff Understanding of the main barriers to learning and strategies to overcome them Tact and diplomacy in all interpersonal relationships with students, parents and carers and colleagues	Working knowledge and understanding of the National Curriculum for secondary schools.	All points application form/interview
Personal Attributes	Motivation and personal drive to complete tasks to the required timescales and quality The flexibility to adapt to changing workload demands and new academy challenges. Commitment to ensure support is appropriate to meet the diverse needs of students. Personal commitment to continuous self-development and academy improvement.		All points application form/interview

	Willingness to participate in training, performance management and learning opportunities		
Work Related Circumstances	<p>A commitment to safeguarding and promoting the well-being of young people.</p> <p>Willingness to consent to an application for an enhanced DBS disclosure check.</p> <p>Willing to work on a break-time/lunchtime duties rota</p>	Willingness to contribute to the academy's enrichment and extended academy programme	All points application form/interview