## Person Specification

**Post: Learning Support Assistant**

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|  | **Essential** | **Method of assessment** |
| **Educational**  **attainment** | * GCSE Grade 4+ in English and Maths (or equivalent) * At least three other L2/GCSE qualifications (or equivalent) * Level 3 qualification relevant to the Job role | * Supporting statement * Application form |
| **Work experience, knowledge,**  **skills and aptitudes** | * Relevant professional experience working with groups of children. * Good interpersonal skills. * Good written and verbal communication skills. * Good organisational skills. * Sound understanding of young people * Knowledge and skill in using a range effective behaviour management approaches * Ability to work under pressure and use initiative * Ability to support teachers by developing and implementing Individual Education Plans and assessing the needs of pupils. * Working collaboratively as part of a professional team * Carrying out a role effectively, knowing when to seek help and advice from colleagues. * A proven record in improving pupil literacy/numeracy. | * Supporting statement * / Application form * Interview |
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| Disposition | * Able to use initiative. * A positive, proactive and flexible approach * Committed to the principles of equality and diversity. * Ability to promote the positive ethos of the school. * High professional standards, including excellent attendance and punctuality. * A commitment to professional development and training. * Experience and understanding of safeguarding young people. | * Interview * Supporting statement |
| **Circumstances** | * Assisting in the provision of activities for the fullest development of the pupils which may involve work outside the school base and in the local community. | * Supporting statement * Interview |
| **Interests** | * An interest in the development of young people. | * Supporting statement * Interview |