



## Person Specification

### Learning Support Assistant

Qualifications	Essential	Desirable
Qualified to work in the UK	✓	
NVQ 2 or equivalent qualifications or relevant experience	✓	
5 GCSE's or equivalent, Grade C/ 4 or above, including English, Maths and Science grade	✓	
Qualified First Aider (or willingness to undertake)	✓	
Abilities		
The ability to communicate well, to work as a member of a team, and able to have effective working relationships with students, staff and parents	✓	
The ability to contribute to the wider work of the school and other activities.	✓	
Ability to identify and analyse the underlying issues that may lead to underachievement and barriers to learning and participation.	✓	
Ability to be resilient and flexible and to try different approaches with children whose needs may be very different.	✓	
The ability to develop positive working relationships with all young people.	✓	
Ability to plan, monitor, evaluate and review all interventions with students.	✓	
Skills	Essential	Desirable
The ability to lead, coach and motivate students within the systems and structures in school, challenging underperformance whilst building self-esteem.	✓	
Excellent written communication skills, a professional and clear written style.	✓	
Highly developed ICT skills; the ability to use Outlook, Excel, Word, PowerPoint with a high level of proficiency.	✓	
Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with children, staff, parents and other professionals.	✓	
Values and respects the views and perceptions of young people and knows how to respond appropriately to what they are communicating.	✓	
Well-developed planning & organising skills including time management, prioritisation, delegation and administration.	✓	
Sound judgement and problem-solving skills.	✓	

An ability and willingness to support teaching across more than one subject.	✓	
An understanding and empathy towards individuals with ASD and wider SEND needs.	✓	
<b>Motivation</b>	<b>Essential</b>	<b>Desirable</b>
Willing to be fully engaged in the whole life of the school including extra-curricular activities.	✓	
Committed to the personal professional development of themselves and of others.	✓	
Committed to teamwork and working collaboratively with colleagues.	✓	
A commitment to the safeguarding and welfare of all pupils.	✓	
Experience of working with students with specific learning difficulties.		✓
Experience or knowledge of the National Curriculum and the National Literacy and Numeracy Strategies and of intervention or 'catch up' programmes		✓
<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>
The ability to enthuse and inspire others.	✓	
Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.	✓	
Confidence and self-motivation to work well and be decisive under pressure.	✓	
Genuine belief in the potential of every student.	✓	

This post is subject to an enhanced DBS disclosure and the post holder must be committed to safeguarding the welfare of children. No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Head Teacher. In addition, candidates should understand their role may well broaden and that all roles will be reviewed regularly to ensure the team is working as efficiently as possible.