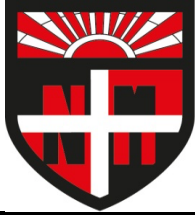


Person Specification

Learning Support Assistant

Selection Criteria		Assessment Method	
EXPERIENCE	ESSENTIAL	DESIRABLE	MEASUREMENT
Experience of working with children with special needs	✓		Application Interview
Experience of working with young people in a formal setting	✓		Application Interview
QUALIFICATIONS			
GCSE in English & Mathematics minimum or equivalent	✓		Application
Teaching and Learning or SEN qualification		✓	Application
Level 1 or 2 qualification in British Sign Language		✓	Application /Interview
KNOWLEDGE			
Knowledge of different types of Special Education Needs	✓		Application Interview
An insight to the barriers to learning students with SEN can have	✓		Application Interview
An understanding as to how SEN can impact behaviour within the school environment.	✓		Application Interview
SKILLS			
Competent ICT skills	✓		Application Interview
Ability to communicate orally and in writing - to participate in team meetings, be able to keep accurate records, give feedback and produce report	✓		Application Interview
Good organisational and time management skills	✓		Application Interview
Ability to effectively manage student behaviour in accordance with the schools behaviour management policy and procedure.	✓		Application and Interview



Person Specification

Learning Support Assistant

ATTITUDE			
Adaptability and flexibility in working practices	✓		Interview
A proactive attitude to work and an ability to work under your own initiative	✓		Application interview
An ability to listen carefully and help unobtrusively being mindful of individual students needs	✓		Application interview
Ability to empathise and be positive with young people.	✓		Application interview
Able to engage constructively with, and relate to, a wide range of young people from different backgrounds	✓		Application interview
Ability to work effectively as part of a team and to form positive professional relationships with colleagues and external agencies	✓		Application interview
Commitment to adhere school policies and procedures relating to health and safety, confidentiality and data protection	✓		Application and Interview
Commitment to the continuing professional development of self and others within the school	✓		Interview
SAFEGUARDING AND CONFIDENTIALITY			
Knowledge of best practice and procedures for safeguarding children and young people	✓		Application form interview
Ability to demonstrate high levels of confidentiality and discretion.	✓		Application Interview