**PERSON SPECIFICATION**

**Learning Support Assistant**

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| Qualifications | * Willingness/commitment to learn through induction programme and “on the job” training | NVQ Level 2 or willingness to undertake NVQ qualifications | Interview/application form |
| Work related skills | * The ability to work as a member of a team * Ability to develop and maintain positive relationships with students and staff * Ability to carry out tasks independently * Very good oral skills to be able to communicate effectively with students and to support their learning * GCSE Grade C or above in English and Mathematics * Be able to manage and support small groups | Competent IT skills  Ability to analyse data sets in liaison with SENCO and Teachers | Interview/application form/time in school  References |
| Other relevant training and experience |  | Experience of working with young people either within or outside of a school | Application form/interview |
| Personal skills/specialist knowledge | * A genuine desire to work with students with SEN * Commitment to work with students of all ages and abilities within the school |  | Interview/application form |
| Special working conditions | * Good general health to carry out specific tasks * Willingness to support students with personal independence skills * Willingness to support students with SEN in accessing all curriculum areas within college |  | Interview/application form/OH medical questionnaire |
| Attitudes and values | * Calm, positive approach to working with students with SEN * Enthusiastic and positive attitude to young people * Belief in the ability of students with SEN to achieve their potential * Self-motivated | **Desire to lead or participate in extra-curricular activities which make a positive difference to the life of students with SEN** | Interview/application/References/time in College |