**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 skillsAbility to analyse data sets in liaison with SENCO and Teachers | Interview/application form/time in schoolReferences |
| 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 |