



Ministerium Tuum Imple Love | Serve | Do the best that is possible

Learning Support Assistant Person Specification

Essential (E) -Essential to be considered for appointment

Desirable (D)- Beneficial for the successful applicant

How assessed:

AF - Application form

SS - Supporting statement

I – Interview

| Criteria | Essential/ Desirable | How assessed |
|--|-------------------------|-----------------|
| Personal | | |
| 1. A genuine desire to help children to do the best that is possible | E | AF |
| 2. Patience and empathy with children and other adults | E | AF |
| 3. Optimism, enthusiasm, vision and creativity | E | AF |
| 4. Determination and a 'can do' approach | E | AF |
| 5. Reliability and consistency | E | AF |

| | | |
|--|---|----------|
| 6. Ability to work well as part of a team and individually | E | AF/I |
| 7. Adaptability and resilience | E | AF/I |
| 8. Ability to take the initiative | E | AF/I |
| 9. Ability to relate to and inspire young people | E | AF/I |
| 10. Ability to communicate clearly both verbally and in written form | E | AF/I |
| 11. Ability to develop good working relationships with all staff members | D | AF/I |
| Experience | | |
| 1. Successful experience of working with young people. | E | I/ AF/SS |
| 2. An understanding of the diverse learning and social needs of young people particularly those with VI, HI and or communication difficulties. | D | I/ AF/SS |
| 3. Previous learning support experience | D | AF/SS/I |
| 4. Experience of working with people with emotional and social health issues | D | AF/SS/I |
| 5. Knowledge of or an interest in learning braille | D | AF/SS/I |
| Qualifications | | |
| 1. 5 A –C Grades GCSE including English and Math's | E | AF/SS/I |
| 2. NVQ L2/L3 | D | AF/SS/I |
| 3. HLTA | D | AF/SS/I |
| 4. Experience in school (even voluntary) | D | AF/SS/I |

| | | |
|--|---|------|
| Specialist Knowledge and Skills | | |
| 1. Excellent communication skills | E | SS/I |
| 2. An understanding of how children learn | D | SS/I |
| Service | | |
| 1. A commitment to working for the benefit of others | E | SS/I |
| 2. A commitment to 'going the extra mile' for the pupils in our care | E | SS/I |