Learning Support Assistant
Person Specification

Position: Learning Support Assistant

Knowledge	Essential	Desirable
Good understanding of your subject curriculum, Key Stage's 3 and 4		✓
Good understanding of how to support students individually or within group learning		✓
Knowledge of SEND and students with individual learning needs		✓
Qualification	**Essential**	**Desirable**
GCSE English at Grade C or 4		✓
GCSE Maths at Grade C or 4		✓
Level 3 Teaching Assistant (with or without SEN)		✓
Recognised behaviour management qualification/course		✓
Evidence of involvement in relevant and continuing CPD		✓
Experience	**Essential**	**Desirable**
Successful experience of supporting students across a range of key stages		✓
Experience of working with students with special educational needs and disabilities		✓
Experience of working with students with SEMH and challenging behaviour		✓
Outreach work / supporting a department in challenging circumstances		✓
Skills	**Essential**	**Desirable**
Be resilient to challenging behaviour and remain calm under pressure	✓	
Able to relate well to students and adults	✓	
Able to meet the physical demands required of the job	✓	
Able to work confidently with students with specific SEN needs	✓	
Able to create outstanding relationships with students and staff members	✓	
Able to work flexibly and under pressure	✓	
Able to deliver interventions to support students individual needs	✓	
To be able to communicate with colleagues, parents and students verbally and in writing	✓	
Personal Attributes	**Essential**	**Desirable**
Excellent communication and interpersonal skills	✓	
Confident IT user	✓	
Ability to motivate students and set example of high personal standards	✓	
Ability to work sensitively with a variety of people	✓	
Be caring and kind		
Ability to promote the positive image of the school	✓	
Be enthusiastic and have the energy for working in a SEMH school	✓	
Ability to use humour to deflect situations	✓	

Be committed to equal opportunities	✓	
A range of interests outside education	✓	