**Person Specification**

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| **Post:** | **Learning Support Assistant** |
| **Salary/Grade:**  **Responsible to:** | **Support Staff Grade 5 £23,585 - £25,276 pro rata**  **Inclusive Learning Manager** |

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| **E: Essential** | **D: Desirable** |

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| **Criteria** | **E** | **D** | **Method of Assessment** |
| **Formal Qualifications** | | | |
| 1. A Learning Support Assistant or Teaching Assistant qualification; or evidence of working towards this. |  |  | Application |
| 1. Grade A-C in GCSE English and Maths. |  |  | Application |
| **Background & Experience** | | | |
| 1. Successful experience in providing support to neurodiverse learners; both in class and through intervention. |  |  | Application/ Interview |
| 1. Successful experience of supporting learners with a diagnosis of autism. |  |  | Application/ Interview |
| 1. Successful experience in supporting learners in Post 16 education. | ✓ |  | Application/ Interview |
| 1. An ability to provide personal care, including toileting, and mobility support. |  |  | Application/ Interview |
| 1. Competence in following established moving and handling guidelines. |  | ✓ | Application/ Interview |
| 1. Experience of setting and achieving high personal standards in the delivery of support. |  |  | Application/ Interview |
| 1. The ability to comply with the requirements needed to perform this role in relation to working with children and/or young people/ vulnerable adults. |  |  | Application/ Interview |
| **Personal Qualities** | | | |
| 1. Commitment to education and the value of learning. |  |  | Application/ Interview |
| 1. Self-motivated. |  |  | Interview/ Reference |
| 1. High personal standards. |  |  | Interview/ Reference |
| 1. An ability to work well as an individual and as a member of a team. |  |  | Interview/ Reference |
| 1. An empathy with post 16 students and the ethos of the college. |  |  | Interview/ Reference |
| 1. A commitment to equal opportunities and awareness of the needs and sensitivities of students from a range of cultural backgrounds and/or disabilities. |  |  | Interview/ Reference |
| 1. Excellent communication and interpersonal skills. |  |  | Interview/ Reference |
| 1. Enthusiasm and a commitment to provide quality support. |  |  | Interview/ Reference |
| 1. ICT Literate. |  |  | Application/ Interview |
| 1. An ability to deal with colleagues with tact and diplomacy. | ✓ |  | Application/ Interview |