ARTHUR MELLOWS VILLAGE COLLEGE

Person Specification – Learning Support Assistant

ATTRIBUTE	ESSENTIAL	DESIRABLE
Qualifications and Training	5 or more grade 5 or above at GCSE (or equivalent qualification in) English and Maths.	Level 3 qualification (eg A Levels)
Experience	Experience of working with children or young adults. Proven track record of working with small groups of students in a classroom environment. Ability to react to situations appropriately and follow procedures.	Significant experience of working in a secondary school in a LSA role or similar, working with small or large groups of students. Proven track record of working with small groups of students over a prolonged period of time. Interest in developing positive relationships. Well organised. Interest in developing children's educational experiences. Interest in difficulties faced by individuals.
Skills	Ability to relate to children, young adults and adults. Good communication skills in English, including competence in literacy, numeracy and ICT. Ability to modify lesson materials. Ability to meet the need of any student. Ability to be involved in all training required to meet the needs of students. Interest in student welfare and a respect for the difference in people. Tact and diplomacy. Good time management and organisational skills.	Potential to change attitudes and question own values. Ability to prioritise and judge relative significance of conflicting demands. Ability to contribute to reports and assessment in a child's learning. Ability to meet parents / professionals.

Knowledge	Understanding of the general workings of a school.	Knowledge of SEND including specific difficulties.
Disposition	Enthusiasm and warmth. Team player. Patient. Sense of humour. Flexible. Enjoys a challenge. Ability to remain calm under pressure. Anti-discriminatory and aware of prejudice.	Commitment to training. Willing to learn and evaluate practice. Willingness to seek advice and support.

*A= Application, R = Reference, I= Interview