



ARTHUR MELLOWS VILLAGE COLLEGE



Person Specification – Learning Support Assistant

ATTRIBUTE	ESSENTIAL	DESIRABLE
Qualifications and Training	Grade 5 or above at GCSE (or equivalent qualification in) English and Maths.	5 or more GCSEs (or equivalent qualification) at Grade 5 or above.
Experience	<p>Experience of working with children or young adults.</p> <p>Experience of working with individuals or small groups.</p> <p>Ability to react to situations appropriately and follow procedures.</p>	<p>Interest in developing positive relationships.</p> <p>Well organised.</p> <p>Interest in developing children's educational experiences.</p> <p>Interest in difficulties faced by individuals.</p>
Skills	<p>Ability to relate to children, young adults and adults.</p> <p>Good communication skills in English, including competence in literacy, numeracy and ICT.</p> <p>Ability to modify lesson materials.</p> <p>Ability to meet the need of any student.</p> <p>Ability to be involved in all training required to meet the needs of students.</p> <p>Interest in student welfare and a respect for the difference in people.</p> <p>Tact and diplomacy.</p> <p>Good time management and organisational skills.</p>	<p>Potential to change attitudes and question own values.</p> <p>Ability to prioritise and judge relative significance of conflicting demands.</p> <p>Ability to contribute to reports and assessment in a child's learning.</p> <p>Ability to meet parents / professionals.</p>
Knowledge	Understanding of the general workings of a school.	Knowledge of SEND including specific difficulties.

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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