Person Specification – LSA

Person Specification – LS MINIMUM ESSENTIAL REQUIREMENTS	METHOD OF ASSESSMENT
Work Related Skills/Knowledge Knowledge and understanding of	
Ability to support and motivate learners with a range of additional needs (academic, social, emotional, and mental health).	Application form and Interview
High level communication skills	Application form and Interview
High level of organisational skills	Application form and Interview
Ability to promote the needs of SEND learners	Application form and Interview
Experience of setting and achieving targets	Application form and Interview
Proficient in ICT to support learning and maintain accurate records.	Application form and Interview
Understanding of behaviour management strategies and safeguarding procedures.	Application form and interview
2. Qualifications and Professional Background Numeracy and literacy competence with GCSE (grade 4 or equivalent) in Maths and English	Application form
Level 3 or equivalent qualification (or working towards)	Application form
Knowledge and experience of strategies and techniques to support pupils with varying needs	Application form and Interview
Willingness to undertake relevant training (safeguarding, first aid, SEMH/SEND interventions).	Application form and Interview
3. Other Requirements Motivation, enthusiasm, and commitment to supporting young people's personal, social, and academic development.	Interview
Ability to use own initiative	Application form, Interview
Ability to manage conflict	Application form, Interview
Empathy, patience, and the ability to build positive, trusting relationships with learners.	Application form, Interview
Capacity to work with resilience to ensure progress towards targets and good humour	Application form, Interview
Outward, forward looking approach combining vision and progression	Application form, Interview
Ability to work under pressure and successfully meet deadlines	Application form, Interview
Professional integrity, discretion, and respect for confidentiality.	Application form, Interview