

Post Title: Learning Support Assistant (Level 2)

	Requirement	Essential, Desirable or Working Towards	How tested or used at shortlisting
		Level 2	
Education / Qualifications			
1.1	Level 2 qualification in literacy and numeracy	E	Application form
1.2	A good level of general education to at least GCSE level or NVQ Level 2 or equivalent	E	Application form
1.3	Teaching Assistant Qualification	E	Application form
Experience			
2.1	Experience of working in an educational environment	D	Application form /interview
2.2	Experience of supporting learners with identified additional learning needs	D	Application form /interview
2.3	Experience of supporting students within core subjects at key stages 3 and 4	D	Application form /interview
2.4	Good knowledge of the SEN code of practice	D	Application form /interview
2.5	Good ICT, administrator and organisational skills	D	Application form /interview
Aptitudes and Skills			
3.1	Ability to inspire, challenge and motivate students	D	Application form /interview / observation
3.2	Ability to demonstrate personal enthusiasm andcommitment to the learning process	E	Application form /interview / observation
3.3	Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	D	Application form /interview
3.4	To build and maintain effective relationships witteam members	E	Application form /interview

3.5	Have a knowledge of basic technology in supporting learning	E	Application form /interview
3.6	To prioritise, plan and organise yourself	D	Application form /interview
3.7	To think flexibly and creatively to anticipate and solve problems	D	Application form /interview
3.8	To plan creatively and effectively to develop student knowledge and communication skills including subject specific vocabulary	D	Application form /interview
3.9	An ability to access, analyse and interpret information in support of your planning	D	Application form /interview
3.10	To ensure the very best experience for all students with additional learning needs	E	Application form /interview
Personal Attributes			
4.1	A good role model	E	Interview
4.2	Ability to be flexible	E	Interview
4.3	Develop good relationships with children and staff	E	Interview
4.4	The ability to work collaboratively with others	E	Interview
4.5	High personal and professional standards	E	Interview
4.6	Reliability – good attendance and punctuality records	E	Interview
Safeguarding			
5.1	Commitment to pupil well-being, safeguarding and child protection	E	Interview
5.2	Positive references	E	Post short-listing
5.3	Enhanced DBS	E	Post-interview