# Kingsthorpe College

## LSA (Level 2)

**Person Specification**

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**Post Title:** Learning Support Assistant (Level 2)

| | Requirement | Essential, Desirable or Working Towards<br>Level 2 | How tested or used at shortlisting |
|---|---|---|---|
| **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 /nterview |
| 2.2 | Experience of supporting learners with identified additional learning needs | D | Application form /nterview |
| 2.3 | Experience of supporting students within core subjects at key stages 3 and 4 | D | Application form /nterview |
| 2.4 | Good knowledge of the SEN code of practice | D | Application form /nterview |
| 2.5 | Good ICT, administrator and organisational skills | D | Application form /nterview |
| **Aptitudes and Skills** | | | |
| 3.1 | Ability to inspire, challenge and motivate students | D | Application form /nterview / observation |
| 3.2 | Ability to demonstrate personal enthusiasm andcommitment to the learning process | E | Application form /nterview / observation |
| 3.3 | Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these | D | Application form /nterview |
| 3.4 | To build and maintain effective relationships withteam members | E | Application form /nterview |

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| 3.5 | Have a knowledge of basic technology in supporting learning | E | Application form /ıntervıew |
| 3.6 | To prioritise, plan and organise yourself | D | Application form /ıntervıew |
| 3.7 | To think flexibly and creatively to anticipate and solve problems | D | Application form /ıntervıew |
| 3.8 | To plan creatively and effectively to develop student knowledge and communication skills including subject specific vocabulary | D | Application form /ıntervıew |
| 3.9 | An ability to access, analyse and interpret information in support of your planning | D | Application form /ıntervıew |
| 3.10 | To ensure the very best experience for all studentswith additional learning needs | E | Application form /ıntervıew |
| **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 andchild protection | E | Interview |
| 5.2 | Positive references | E | Post short-listing |
| 5.3 | Enhanced DBS | E | Post-interview |