

Learning Support Assistant (Level 2) / Specialist LSA (Level 3)

Person Specification

The Orbis Education Trust is an expanding sponsor of academies. It is run and led by a highly skilled and experienced team of educationalists. It works in collaborative partnership with the Local Governing Body and the Headteacher. The Trust and Governing Body of Kingsthorpe College are committed to safeguarding and promoting the welfare of children and young persons and ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS).

	Requirement	Essential, Desirable or Working Towards		How tested or used at shortlisting
		Level 2	Level 3	
Education / Qualifications				
1.1	Level 2 qualification in literacy and numeracy	E	E	Application form
1.2	A good level of general education to at least GCSE level or NVQ Level 2 or equivalent	D	E	Application form
1.3	Teaching Assistant Qualification	D	E / WT	Application form
Experience				
2.1	Experience of working in an educational environment	D	E	Application form /interview
2.2	Experience of supporting learners with identified additional learning needs	D	E	Application form /interview
2.3	Experience of supporting students within core subjects at key stages 3 and 4	D	E	Application form /interview
2.4	Good knowledge of the SEN code of practice	WT	D	Application form /interview
2.5	Good ICT, administrator and organisational skills	D	E	Application form /interview

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