

Person Specification – Learning Support Worker

Category	Essential	Desirable	Method of Assessment
Physical	• Smart appearance • General level of fitness, adequate for spending long periods standing • Excellent verbal and written communication skills • Confidence		Application Form
Qualifications	• A good general education including minimum GCSE Grade C or equivalent in English and Mathematics. • Evidence of study post 16.	• Educated to degree level.	Application Form and Interview
Experience	• Experience and knowledge of learning strategies and adapting these to individual student's needs. • Experience of working with a wide range of students including those with specific plans. • Experience of using ICT to advance pupils' learning, and experience of using common ICT tools for own and students' benefit. • Experience of working within a school environment supporting students learning.	• Experience of leading intervention sessions for students. • Experience of supporting the planning and delivery of the curriculum • Experience of differentiating learning resources to meet the needs of students. • Experience of evaluating students' progress through a range of assessment activities • Experience of the role of a Teaching Assistant and in particular classroom organisation and management.	Application Form and Interview

		• Experience of working with children with Autism Spectrum Disorder or Physical Disabilities.	
Training	• Willing to participate fully in all relevant training, including statutory safeguarding training	• A desire for self-improvement	Application Form and Interview.
Special Knowledge	• Secure understanding of the learning process and what motivates young people in their learning. • Ability to plan and implement individual programmes of study covering academic and social aspects of development. Understanding of safeguarding children and the boundaries between adults and children in a school setting. • Secure knowledge of the SEN Code of Practice.	• Knowledge of learning difficulties. • Ability to understand the barriers to learning experienced by students.	
Circumstances	• Commitment to being available throughout examination periods • Ability to work flexibly to meet the needs of the exams calendar • Displays commitment to the protection and safeguarding of children and young people		
Disposition	• To be an excellent team player • Able to support, influence and motivate students and staff • Outstanding interpersonal skills and an ability to build relationships with people of all ages and backgrounds • Able to remain calm under pressure and manage conflicting demands • Able to manage and prioritise a diverse and demanding workload	• A willingness to reflect on impact/experiences	

	• Good organisational and time management skills • Ability to work with an attention to detail and a commitment to the highest possible quality standards • Ability to work with tact and diplomacy • Methodical with a good attention to detail		
Practical and Intellectual Skills	• Commitment to safeguarding children and young people • Enthusiasm for working with children and young people • Reliable and punctual • Polite and friendly with a flexible approach to work • Able to follow instructions • Able to keep calm and maintain an air of authority • An active listener • Can take responsibility and accountability • Good time management • Committed to the needs of the pupils and can challenge barriers which block the provision of an effective service • Is adaptable to change / embraces and welcomes change • Can act with a pace and urgency being energetic, enthusiastic and decisive • Can maintain smart and business-like dress standards • Able to access and navigate a range of ICT software		
Legal Requirements	• Enhanced Disclosure & Barring Service Check confirming the appointee is not on the Children's Barred list.		

	• This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.		
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Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.