

Senior Learning Support Assistant - Personnel Specification

This person specification provides an indication of the skills, experiences, abilities and values that we are seeking for in a Senior Learning Support Assistant. We are interested in candidates with the potential to make a substantial contribution to De Aston and we are committed to developing, through CPD, the successful candidate.

Attributes	Criteria	How Identified	Rank
Education and Training	1. Recognised SEND qualification.	A	Essential
	2. Educated to GCSE level, or equivalent in at least 5 subjects including English and Maths at grade C/4 or above.	A	Essential
	3. 3 A levels in relevant subjects.	A	Desirable
Skills and level of experience.	4. Organisational skills.	A & I	Essential
	5. Recent experience of working with 16-18 year olds within a school environment.	A & I	Desirable
	6. Recent experience of working with 11-16 year olds within a Learning Support Department.	A & I	Essential
	7. Experience of processing access arrangements.	A & I	Desirable
	8. Experience of leading internal CPD sessions for the professional development of staff within their department.	A & I	Essential
Abilities, behaviours, attitudes and values.	9. Ability to work in a way that promotes the safety and wellbeing of children and young people.	A & I	Essential
	10. Great degree of resilience.	A & I	Essential
	11. Seek to help children rather than help themselves through children.	A & I	Essential
	12. Self-aware and sees how their behaviour impacts on children.	A & I	Essential
	13. Open to showing ideas and not work in isolation.	A & I	Essential
	14. Courage to take action to protect children from harm.	A & I	Essential
	15. Able to establish and maintain good professional relationships with learners, parents and colleagues.	A & I	Essential
	16. Experience of working successfully and co-operating as a team member.	A & I	Essential
	17. Experience of raising the academic standards and confidence of students through the use of data and appropriate interventions.	A & I	Desirable
	18. A clear educational vision of the role in supporting students and integrating them into the school environment.	A & I	Essential
	19. The ability to work with outside agencies in the integration and support of students when appropriate.	A & I	Essential
	20. Able to work on own initiative.	A & I	Essential
	21. Ability to communicate effectively and professionally.	A & I	Essential
	22. Commitment to continued personal development.	A & I	Essential
	23. Enthusiastic and hardworking.	A & I	Essential
Any Additional Factors	24. Ability, flexibility and willingness to take on other responsibilities or duties as deemed necessary.	A & I	Essential

Key:

A = Application

I = Interview

De Aston School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All postholders are subject to a satisfactory enhanced DBS disclosure.