

# Gosforth Central Middle School



## Person Specification: Support Assistant Level 3

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

**Assessment Method:** Application form (A), References (R), Tasks (T), Interview (I)

Selection Criteria	Criteria	Assessment Method			
<b>Application</b>					
Completed application and safe recruitment forms	Essential	A			
References to be taken up after successful shortlisting	Essential		R		
<b>Qualifications</b>					
Qualified Learning Support Assistant	Essential	A			I
Evidence of working as a reflective practitioner, using a variety of approaches to secure ongoing professional development	Desirable	A			I
<b>Experience</b>					
A good track record of supporting children with special educational needs to achieve success	Essential	A	R		
Experience of the National Curriculum	Desirable	A	R		
Successfully supporting KS2 and KS3 pupils access a broad and balanced curriculum	Desirable	A	R		
Experience of successfully supporting pupils with ASD, ADHD and those who have experienced trauma.	Desirable	A	R		
Experience of successfully supporting pupils with a Dyslexia diagnosis or traits to succeed through intervention and in-class support.	Desirable	A	R		
Experience in using restorative and relational practice to build positive working relationships with pupils.	Desirable	A	R		
Experience of developing and leading intervention programmes	Desirable	A	R		
<b>Skills, knowledge and aptitude</b>					
Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:					
Motivation to work with children and young people;	Essential	A	R	I	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people;	Essential	A	R	I	
Emotional resilience in working with challenging behaviour;	Essential	A	R	I	
Attitude to use authority and maintaining discipline.	Essential	A	R	I	
Understanding of how to adapt tasks to meet needs of pupils requiring support.	Desirable	A	R	I	T
Experience of supporting both primary and secondary aged pupils with a variety of special educational needs	Desirable	A	R	I	
<b>Personal attributes</b>					
Candidates must have the ability to:					
Exercise confidentiality	Essential	A	R	I	

Be well motivated and enthusiastic	Essential	A	R	I	
Be willing to accept responsibility and take the initiative	Essential	A	R	I	
Be well organised	Essential	A	R	I	
Articulate a view confidently and listen to and value the opinion of others	Essential	A	R	I	
Reflect on their practice and collaborate with leaders in order to develop as a practitioner	Essential	A	R	I	
Build positive working relationships with staff, parents / carers and pupils	Essential	A	R	I	
<b>Special Requirements</b>					
No adverse enhanced disclosures of criminal convictions.	Essential	A	R	I	
Satisfactory completion of all pre-employment checks.	Essential	A	R	I	
Excellent timekeeping and attendance record	Essential	A	R	I	
Willingness to play a full part in the life of the school and contribute to extra-curricular activities	Desirable	A	R	I	

**Updated: June 2026**