

## Person Specification – Learning Support Assistant

Category	Essential	Desirable	Method of Assessment
<b>Physical</b>	<ul style="list-style-type: none"> <li>Smart business-like appearance</li> </ul>		Application Form
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>A good general education including minimum GCSE Grade C or equivalent in English and Mathematics.</li> </ul>	<ul style="list-style-type: none"> <li>NVQ Level 2</li> <li>Specialist SEN training.</li> </ul>	Application Form and Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience working within a school environment.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Application Form and Interview
<b>Training</b>	<ul style="list-style-type: none"> <li>Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Application Form and Interview.
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>An understanding of child development and appropriate level of childcare.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Application Form and Interview.
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>Willingness to work flexibly to meet the requirements of the post</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Application Form and Interview.
<b>Disposition</b>	<ul style="list-style-type: none"> <li>Ability to motivate individuals to perform effectively</li> <li>Commitment to working in partnership with parents</li> <li>Awareness of and respect for, the needs of the individual child and their families, including multi-cultural and inclusive practices.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Application Form and Interview.
<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"> <li>Commitment to safeguarding children and young people.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Application Form and Interview.
<b>Legal Requirements</b>	<ul style="list-style-type: none"> <li>Enhanced Disclosure &amp; Barring Service Check confirming the appointee is not on the Children's Barred list.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Application Form and Interview.

	<ul style="list-style-type: none"><li>• 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.</li></ul>		
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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.**