

Person Specification

Post: Learning Support Assistant L3

Attributes	Essential	Desirable	How identified
Qualifications	- GCSE Grade 4 or above in English and mathematics (or equivalent) - Level 3 Teaching Assistant Qualification or equivalent	- Degree - Relevant PD	- Application - Certification
Experience	- Values driven - Tailored small group and whole class teaching that challenges and supports students - Working with children with complex medical needs	Working in an inner-city area of high deprivation	- Application - Interview
Knowledge and skills	- High expectations which motivate and challenge students - Highly tailored planning using scheme of work - Effective use of formative assessment - Behaviour management to support a disciplined and joyful culture - Commitment to safeguarding - Microsoft Office, especially Excel, Outlook and Word	- Understanding of what makes a Dixons academy different and successful - Understanding of the primary / secondary curriculum - Understanding of how students learn - SEND theory and practice	- Application - Interview - References
Character	- Strong moral purpose and drive for improvement - Mission-aligned - Humble and kind - Motivated, enthusiastic and flexible - Excellent interpersonal skills - Good sense of humour - Desire to develop yourself - Ability to give, receive and act on feedback - Strong attention to detail - Ability to work under pressure - Commitment to the full life of the academy	Willingness to offer extra-curricular provision	- Application - Interview - References