

**WALBOTTLE CAMPUS – Person Specification**  
**Learning Support Assistant [Cover Supervisor] N5**

<b>Category</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Level 3 qualifications.</li> <li>• Maths and English at Level 2.</li> </ul>	<ul style="list-style-type: none"> <li>• Degree/Equivalent.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Knowledge and experience of supporting students in a relevant role.</li> <li>• Working with children of relevant age in a learning environment.</li> <li>• Managing pupil behaviour.</li> <li>• Selecting and preparing resources for use in classroom.</li> <li>• Supervising pupils, under an agreed system of supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge/experience of supporting monitoring and evaluating student performance.</li> <li>• Knowledge of School Welfare/Pastoral systems</li> <li>• Knowledge and understanding of the transition process.</li> <li>• Experience of coaching/mentoring.</li> <li>• Administering, assessing and marking tests.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Relevant CPD over last three years.</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively orally and in writing.</li> <li>• Ability to form good relationships with parents, adults and students.</li> <li>• Ability to work collaboratively within a team and when necessary, resolving conflict.</li> </ul>	<ul style="list-style-type: none"> <li>• Good time Management</li> <li>• Proven ability to create conditions for sustained improvement.</li> <li>• The ability to use ICT creatively to promote student engagement and achievement.</li> <li>• The ability to interpret and use data as a tool for school improvement.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Sense of humour and perspective</li> <li>• Enthusiastic.</li> <li>• Inspires others.</li> <li>• Approachable.</li> <li>• The ability to be a positive team member.</li> </ul>	
<b>Knowledge and Competence</b>	<p>To demonstrate:</p> <ul style="list-style-type: none"> <li>• Strategies for ensuring inclusion and diversity</li> <li>•</li> </ul>	<p>To demonstrate:</p> <ul style="list-style-type: none"> <li>• Supporting student care and achieving excellence.</li> <li>• Knowledge of Self review and evaluation procedures [whole school/ departmental/</li> </ul>

		<p>year].</p> <ul style="list-style-type: none"> <li>• Identification and intervention strategies which ensure student achievement.</li> <li>• Ability to access, analyse and interpret information.</li> </ul>
<b>Understanding</b>	<ul style="list-style-type: none"> <li>• Use of a intervention strategies to support student behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding and experience of the work of the school governors.</li> </ul>
<b>Other Qualities</b>	<ul style="list-style-type: none"> <li>• Inspire, challenge, motivate and empower others to carry the vision forward.</li> <li>• Model the vision and values of the school.</li> <li>• Demonstrate personal enthusiasm for and commitment to the learning process.</li> <li>• Resilience.</li> <li>• Loyalty to the Leadership Team and the Governing Body.</li> </ul>	