

**WALBOTTLE CAMPUS
PERSON SPECIFICATION**

Post : Learning Support Assistant N 4 [32.5 hours p/week term time only]

| Factor | Essential | Desirable | Means of Assessment |
|------------------------------------|--|---|---|
| 1. Skills, knowledge and aptitudes | <ul style="list-style-type: none"> ➤ Ability to support the teacher within the full range of KS3 and KS4 pupils. ➤ Ability to supervise small groups of pupils including giving sensitive support. ➤ Ability to support literacy and/or numeracy. | <ul style="list-style-type: none"> ➤ ICT competent. ➤ Willingness to offer extra curricular activities. ➤ Knowledge of Specific Learning & Communication Difficulties. ➤ Knowledge and understanding of the Special Needs Code of Practice. | Application Interview Reference Task with students. |
| 2. Qualification and training | <ul style="list-style-type: none"> ➤ Level 3 qualification in a relevant subject. ➤ English and Maths qualification at Level 2. ➤ Evidence of recent relevant training. | <ul style="list-style-type: none"> ➤ Degree level qualification ➤ Willingness to train to enhance professional development. ➤ Degree level qualification in a relevant subject. | Application Interview Reference |
| 3. Experience | <ul style="list-style-type: none"> ➤ Experience of supporting students within a school setting. ➤ Experience of using a range of strategies to support student progress. | <ul style="list-style-type: none"> ➤ Experience of supporting learning in an inner city school. ➤ Experience of alternative curriculum support. ➤ Experience of working with students with SEN. | Application Interview Reference |
| 4. Disposition | <ul style="list-style-type: none"> ➤ Ability to relate to pupils. ➤ High expectations of learners. ➤ Reliable/well organised ➤ Hardworking. ➤ Evidence of effective teamwork. | | Application Interview Task with students. |
| 5. Special requirement | <ul style="list-style-type: none"> ➤ Ability to support students with emotional behavioural and SEN needs. | | Interview |