



The English Martyrs School and Sixth Form College

Person Specification for the post of Learning Support Assistant

Date: June 2019

		Essential	Desirable
1. Qualifications	<ul style="list-style-type: none"> Minimum of 5 A* - C GCSE's (or equivalent) including English and Maths (A, R) Qualification in supporting Teaching and Learning (A,R) 	✓	✓
2. Faith Commitment	<ul style="list-style-type: none"> Sympathetic to the ethos of a Catholic School (A,R) Practicing Catholic 	✓	✓
3. Experience	<ul style="list-style-type: none"> Experience of working with 11-16 year old young people (A,I,R) Experience of working with students with learning difficulties or disabilities (A,I,R) Experience of or willingness to train, in order to offer personal care support to students with a disability (A,I,R) 	✓ ✓	✓
4. Professional Skills	<ul style="list-style-type: none"> Ability to communicate effectively both orally and in writing (A,I,R) Good planning and organisation skills (A,I,R,T) ICT literate (A,I,R,T) Team Skills (A,I,R) Ability to deal with challenging behaviour (A,I,R,T) Ability to act on own initiative (A,I,R,T) Ability to motivate and encourage students (A,I,R,T) Ability to observe and monitor progress and maintain records (A,I,R) 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	
5. Personal Qualities	<ul style="list-style-type: none"> Personal presence, enthusiasm and self-confidence (I,R) Ability to find solutions (I,R) Good attendance (I,R) Integrity and sense of fair play(I,R) Clear thinker Good sense of humour Smart appearance 	✓ ✓ ✓ ✓ ✓ ✓ ✓	

A = APPLICATION

I = INTERVIEW

R = REFERENCE

T = TEST