

Person Specification Gosforth Central Middle School

Post: Learning Support Assistant

Factor	Essential	Desirable	Means of Assessment
Skills, Knowledge and Aptitude	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: • motivation to work with children and young people; • ability to form and maintain appropriate relationships and personal boundaries with children and young people; • emotional resilience in working with challenging behaviour; • attitude to use authority and maintaining discipline.	• able to use new approaches and technologies to enhance pupils' learning • experience of supporting both primary and secondary aged pupils with a variety of special educational needs	• letter of application • application form • interview • references
Qualifications and Training	Qualified Learning Support Assistant	• evidence of working as a reflective practitioner, using a variety of approaches to secure ongoing professional development	• letter of application • application form
Experience	A good track record of supporting children with special educational needs to achieve success	• experience of working with children with ASD • experience of successfully supporting pupils in maths lessons • experience of developing and leading intervention programmes	• letter of application • application form • references

Disposition	Candidates must have the ability to • exercise confidentiality • be well motivated and enthusiastic • be willing to accept responsibility and take the initiative • be well organised • articulate a view confidently and listen to and value the opinion of others • embrace innovation in a critical and thoughtful manner • build positive working relationships with staff, parents / carers and pupils •	• a commitment to life-long learning	• application form • interview • references
Special Requirements	• no adverse enhanced disclosures of criminal convictions • excellent timekeeping and attendance record	• willingness to play a full part in the life of the school and contribute to extra-curricular activities	• application form • interview • references • medical clearance • criminal record checks
The following criteria must be judged as satisfactory when pre-employment checks are completed	1. Enhanced Certificate of Disclosure from the Criminal Records Bureau 2. Additional criminal record checks if applicant has lived outside the UK 3. List 99 and/or POCA List (residential establishments only) check 4. Medical clearance 5. Two references from current and previous employers (or education establishment if applicant not in employment)		