**Person Specification**

**Gosforth Central Middle School**

**Post: Learning Support Assistant (January 2022)**

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| **Factor** | **Essential** | **Desirable** | **Means of Assessment** |
| Skills, Knowledgeand 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
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| 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
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| 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
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| **Factor** | **Essential** | **Desirable** | **Means of Assessment** |
| 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
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| Special Requirements | * Satisfactory completion of pre-employment checks
* 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
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| The following criteria must be judged as satisfactory when pre-employment checks are completed | * Enhanced Certificate of Disclosure from the Criminal Records Bureau
* Additional criminal record checks if applicant has lived outside the UK
* List 99 and/or POCA List (residential establishments only) check
* Medical clearance
* Two references from current and previous employers (or education establishment if applicant not in employment)
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