**Person Specification**

**Gosforth Central Middle School**

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

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| **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 |
| **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 |
| 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 |
| 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) |  |  |