**SMART Multi Academy Trust**

**Person Specification Learning Support Assistant, Level 2**

**Part A: Application Stage**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

**Essential**

|  |  |
| --- | --- |
| 1  | Experience of working with, or supporting young people |
| 2  | A calm, caring and nurturing character |
| 3  | Passionate about wanting the best possible outcomes for young people  |
| 4  | An ability to provide clear, consistent rules and boundaries to ensure positive behaviour in young people  |
| 5  | Working towards Level 2 Basic Skills (Literacy and Numeracy) or equivalent competency  |

**Desirable**

|  |  |
| --- | --- |
| 6  | First Aid Training  |
| 7 | Knowledge of the National Curriculum |
| 8 | Experience of working in a school setting or a classroom |

**Part B: Assessment Stage**

Items1, 2, and 3 of the application stage criteria and the criteria below will be further explored at the assessment stage:

**Essential**

|  |  |
| --- | --- |
| 1  | Experience of using ICT to support pupils in the classroom  |
| 2  | Able to use language and other communication skills that children can understand and relate to.  |
| 3  | Able to empathise with the needs of children and in particular able to establish positive relationships with pupils.  |
| 4  | Able to consistently and effectively implement agreed behaviour management strategies.  |
| 5  | Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils’ needs  |
| 6  | Able to work within and apply all relevant school policies and schemes of work  |
| 7  | Able to supervise groups of pupils indoors and outside |
| 8  | Able to carry out and report on systematic observations of pupils’ knowledge, understanding and skills.  |
| 9  | Able to undertake routine supervision and marking  |
| 10  | Able to work effectively as part of a team  |
| 11  | Committed to achieving further professional development  |
| 12  | 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 behaviours
* attitude to use of authority and maintaining discipline.
* able to work in partnership with other agencies
 |
| 13  | No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.  |

**Desirable**

The following methods of assessment will be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method**  | Yes/No | **Method**  | Yes/No |
| Interview  | Yes | Presentation  |  No |
| Lesson Observation with small group | Yes | Other |  No |

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

|  |  |
| --- | --- |
| 1  | Enhanced Certificate of Disclosure from the Disclosure and Barring Service  |
| 2  | Additional criminal record checks if applicant has lived outside the UK  |
| 3  | Barred List check |
| 4  | Right to Work Check |
| 5  | Medical clearance |
| 6 | Two references from current and previous employers (or education establishment if applicant not in employment)  |

SMART Multi Academy Trust is an exempt charity and company limited by guarantee registered in England with company number 10257723. The company's registered office is Wyndham Primary School, Montagu Avenue, Newcastle upon Tyne NE3 4SB.