

Gosforth Central Middle School
Person Specification
Post: Learning Support Assistant – Level 3



Factor	Essential	Desirable	Means of Assessment
Skills, Knowledge and Aptitude	<p>Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:</p> <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • letter of application • application form • interview • references
Qualifications and Training	<p>Qualified Learning Support Assistant</p>	<ul style="list-style-type: none"> • evidence of working as a reflective practitioner, using a variety of approaches to secure ongoing professional development 	<ul style="list-style-type: none"> • letter of application • application form
Experience	<p>A good track record of supporting children with special educational needs to achieve success</p>	<ul style="list-style-type: none"> • experience of the National Curriculum • experience of successfully supporting KS2 and KS3 pupils access a broad and balanced curriculum • experience of successfully supporting pupils with ADHD to succeed across the curriculum • experience of successfully supporting pupils with a Dyslexia diagnosis or traits to succeed through intervention and in-class support • experience of developing and leading intervention programmes 	<ul style="list-style-type: none"> • letter of application • application form • references

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Disposition	<p>Candidates must have the ability to</p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • a commitment to life-long learning 	<ul style="list-style-type: none"> • application form • interview • references
Special Requirements	<ul style="list-style-type: none"> • no adverse enhanced disclosures of criminal convictions • excellent timekeeping and attendance record • satisfactory completion of all pre-employment checks 	<ul style="list-style-type: none"> • willingness to play a full part in the life of the school and contribute to extra-curricular activities 	<ul style="list-style-type: none"> • application form • interview • references • medical clearance • DBS

November, 2022