



PERSON SPECIFICATION

Post title: Learning Support Assistant

Academy: Excelsior Academy

Reporting to: Academy SENDCO

Salary/pay range: SCP 9-12, £28,153 to £29,542 (FTE) £24,291 to £25,489 (actual)

Hours of work: 37 hours per week, term time only

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Relevant level 2/3 qualification e.g: Level 2 Support Work in schools	X		Application
Level 2 Supporting Teaching and Learning in Schools			
First Aid Qualified or willing to train	X		
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , moral, truthful and treat others with respect	X		
Knowledge & Experience	Essential	Desirable	How Identified
Experience of working successfully as a team member	X		Application Interview Task
Experience of a team approach to problem solving	X		
Experience of working with young people in schools or similar setting	X		

Experience of working with parents/careers to support the needs of young people aged 11-16	X		
Experience of developing literacy strategies with pupils	X		
Skills	Essential	Desirable	How Identified
A commitment to raising standards for all young people at Excelsior Academy	X		Application Interview Task
Ability to motivate and manage young people of all abilities	X		
Ability to communicate effectively with adults and young people through written and verbal communication	X		
Ability to work sympathetically yet purposefully with challenging young people	X		
Ability to take the initiative	X		
An excellent team member	X		
	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	X		