

Person Specification

Job Title	Learning Support Assistant		
School	Seven Kings School	Salary Range	LBR 3
Selection Criteria			
Education and Qualifications:			
<ul style="list-style-type: none"> ▪ GCSEs at grades 9 to 4 (A* to C) including English and maths or equivalent (Can be discussed at interview if you do not have this.) ▪ Evidence of continuous professional development relevant to the post ▪ Level 2 or 3 Certificate in Supporting Teaching and Learning in Schools, Level 3 Diploma in Childcare and Education, or other relevant qualification (desirable) 			
Experience and Training:			
<ul style="list-style-type: none"> ▪ Experience of working with young people in a support role ▪ Commitment to continual further professional development ▪ Commitment to the well-being and safeguarding of children by adhering to school policy and procedure ▪ Successful experience of working collaboratively and planning within a team 			
Knowledge, understanding and skills:			
<ul style="list-style-type: none"> ▪ Ability to identify barriers to learning and have knowledge of the range of strategies, options and alternatives available to support students ▪ Ability to develop strategies that will enable students to engage, participate and become partners in the learning process while developing their academic personal, social and life skills ▪ Knowledge of using target setting and strategies to support students ▪ An understanding of current educational practice, the learning process and an awareness of current government initiatives ▪ Ability to exercise initiative and creativity in order to work independently and take responsibility for the delivery of an agreed support programme ▪ Ability to liaise on a regular basis with the designated line manger within the school for both appraisal and caseload supervision ▪ A high level of literacy and numeracy skills ▪ Ability to use basic ICT ▪ Good verbal and written communication skills ▪ Excellent organisation skills ▪ The ability to work independently and as part of a team ▪ Ability to build effective working relationships with pupils and adults ▪ Skills and expertise in understanding the needs of all pupils 			
Personal qualities:			
<ul style="list-style-type: none"> ▪ Excellent inter-personal skills. Evidence of good relationships with students, parents and colleagues ▪ The ability to communicate well and persuasively with staff and students ▪ An enthusiasm for the post and ability to motivate and inspire and influence pupils ▪ A high level of commitment to the school and its continuing development ▪ Flexibility and the ability to balance priorities and absorb pressure ▪ Strong personal values and motivation to lead in line with the ethos of Seven Kings School ▪ Unconditional positive regard for all young people ▪ Excellent verbal and written communication skills ▪ Demonstrate resilience, optimism and empathy ▪ Ability to work in a fluid and changing environment ▪ Be aware of own strengths and areas for development. Listen to and reflect upon feedback and act appropriately 			
General:			
<ul style="list-style-type: none"> ▪ Be aware of and comply with policies and procedures relating to safeguarding and promoting the welfare of children, health, safety and security, confidentiality and data protection ▪ To demonstrate an understanding of and commitment to equal opportunities and diversity and to the standards of customer care ▪ Be responsible for own health and safety as well as that of colleagues, students and the public 			