

## Person specification

<b>Post:</b>	Learning Support Assistant (Mainstream)
<b>Department:</b>	Learning Support Department
<b>Responsible to:</b>	Head of Department
<b>Working closely with</b>	Students and staff across the college

Please ensure that in your application you provide evidence of how you meet the requirements of the advertised post. Please address **each item** on the Person Specification. In a situation where the college receives a high volume of applications, the desirable criteria may be used for short-listing purposes.

**E = Essential                      D = Desirable**

	<b>E</b>	<b>D</b>	Method of Assessment
<b>Skills &amp; Abilities</b>			
Educated to at least A level or equivalent standard	✓		Application and Interview
Ability to cope with the academic demands of A Level study	✓		Application and Interview
An understanding of individual needs in relation to learning	✓		Application, Interview and Task
Understanding of context and situation	✓		Application, Interview and Task
Excellent communication skills: the ability to communicate effectively with a wide range of people, including students with communication difficulties, parents, colleagues within the team and staff across the college	✓		Application, Interview and Task
Excellent interpersonal skills	✓		Application, Interview and Task
Excellent ICT skills	✓		Application and Interview
Good numeracy and literacy skills	✓		Application and Interview
Good attention to detail	✓		Application, Interview and Task
<b>Experience &amp; Background</b>			
Experience of working with young people in an educational setting		✓	Application and Interview
Excellent ICT skills and an interest in assistive technology		✓	Application and Interview
Experience of supporting students who have a visual impairment		✓	Application and Interview
Experience of supporting students who have autism		✓	Application and Interview
Experience of work, or qualifications, in maths or science		✓	Application and Interview
<b>Personal Qualities</b>			
Committed to the College ethos	✓		Application and Interview
Committed to student achievement	✓		Application and Interview
Flexibility to undertake a range of different tasks, which may include personal care and overnight trips	✓		Application and Interview
Adaptability to undertake any tasks required within a busy team at short notice	✓		Application and Interview
Able to take responsibility in unexpected situations	✓		Application, Interview and Task
Well organised	✓		Application and Interview