

Person specification

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| Post | Learning Support Assistant (Mainstream) |
| Department | Learning Support Department |
| Responsible to | Head of Department |
| Working closely with | 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**

| | E | D | Method of Assessment |
|--|----------|----------|---------------------------------|
| Skills & Abilities | | | |
| 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 |
| Experience & Background | | | |
| 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 |
| Personal Qualities | | | |
| 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 |