

St Mary's CE High School

LEARNING SUPPORT ASSISTANT

PERSON SPECIFICATION

Experience	• Experience of working with and motivating children and young people, preferably including those with a range of learning, emotional and/or behaviour needs • Awareness of the need to work at all times to safeguard and promote the welfare of children and young people
Knowledge	• Maths and English qualifications to at least grade C GCSE or equivalent • Knowledge of secondary school organisation and procedures • Knowledge and understanding of the issues which affect the achievement of young people • Knowledge and understanding of equalities issues within a learning environment • Knowledge of a range of strategies that encourage participation and motivation of young people
Abilities	• Consistently demonstrate and actively promote a commitment to safeguarding and promoting the welfare of children and young people • Ability to identify students' who experience challenges with their learning and to provide support to overcome them • Ability to use data to track progress against targets (desirable) • Ability to work independently and as a member of a team • Ability to relate positively to people across a wide age and ability range, and from diverse cultural, linguistic and ethnic backgrounds • Ability to plan and differentiate /personalise work to support the progress of young people • Ability to manage small groups of students • Ability to model high standards in all aspects of work • Ability to exercise initiative and accept responsibility • Ability to plan over a prolonged period, while being organised and paying attention to detail • Ability to build effective working partnerships with, and gain the confidence of, students and other adults • Ability to communicate effectively, orally and in writing including the effective use of ICT • Ability to use basic record keeping systems • A commitment to and willingness to engage in ongoing learning and professional development

	• Plan & deliver learning/social and behaviour interventions • Maintain accurate records of student support & progress. • Plan with teaching staff to support progress of students on ANR • Support and promote Christian ethos
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The skills and attributes listed above will be assessed through the application form and supporting statement, the presentation and throughout interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to the safeguarding and promoting the welfare of children including:

- 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 behaviours
- Attitudes to the use of authority and maintaining discipline
- If the candidate is short listed, any relevant issues arising from references will be taken up at interview.

September 2023